

Beautiful Spirited Women

Executive Director / CEO

EIN 453134936

TN · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Crystal Chatman, Executive Director / CEO** (\$23,750) against **every comparable organization** that fit the selection criteria — **258** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

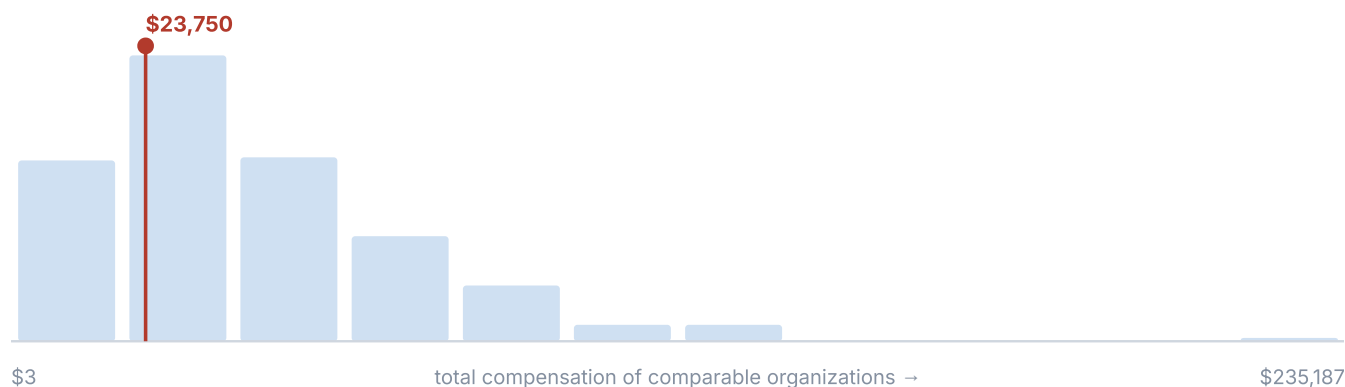
Benchmarked executive: Crystal Chatman — reported title "Founder", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$86,909 and \$194,572 — 0.67x to 1.50x the subject's \$129,715 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

258 organizations qualified on sector, size, and geography → **258** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,968	\$21,298	\$35,490	\$57,103	\$80,138	\$23,750
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■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to TN cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eugene Bell Foundation Inc	SC	\$129,280	Chairman	\$58,836	\$56,719	2024
Women To Women Inc	CO	\$130,423	Program Chai	\$30,000	\$26,581	2024
Love In The Name Of Christ Of Lewis County	WA	\$130,543	Executive Director	\$53,016	\$43,861	2024
Vetcares Inc	CA	\$128,729	Ceo	\$130	\$104	2024
Unitarian Universalist Action New Hampshire	NH	\$128,665	Executive Director	\$18,500	\$15,378	2025
Careyes Foundation	CA	\$128,003	Director	\$16,000	\$13,144	2023
Spring Research Innovation Network Group	CA	\$127,975	Executive Director	\$23,868	\$19,607	2023
The Pat Green Foundation	TX	\$127,906	Executive Director	\$67,650	\$64,379	2023
Better Business Bureau Of Ne In	IN	\$131,614	President/ C	\$11,390	\$11,427	2023
Accountability Oregon	OR	\$131,868	Officer	\$66,187	\$56,797	2024
Gapp Services Inc	MN	\$126,377	President	\$59,500	\$54,328	2024
Ventura County Central Service Office Inc	CA	\$126,080	Office Manager	\$68,007	\$58,158	2022
Franklin County Senior Citizens Inc	TN	\$133,426	Current Director	\$35,269	\$34,257	2024
Exponential Destiny	WY	\$125,828	Director	\$8,750	\$8,658	2024
Coolbaugh Township Firemen's Relief	PA	\$133,666	Secretary	\$1,200	\$1,106	2024
For All Ages Inc	CT	\$133,882	Director And Ceo	\$73,186	\$63,408	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
One Colorado	CO	\$125,298	Executive Di	\$8,849	\$7,841	2024
Girlie Girls Mentoring Program	LA	\$125,237	Executive Director	\$50,000	\$50,876	2024
The Josina Lott Foundation	OH	\$134,480	Executive Director	\$127,245	\$124,536	2024
Capernaum Inc	TX	\$124,878	President	\$96,031	\$91,388	2023
Project Help Of Steuben Co	IN	\$124,664	Executive Di	\$66,000	\$64,315	2024
Miracle Church Of Christ Incorporated	NY	\$124,397	Asiamah	\$7,500	\$6,263	2024
Iredell Statesville Community Enrichment Corp Inc	NC	\$124,124	Ceo	\$21,875	\$21,503	2023
Pueblo Community Soup Kitchen	CO	\$123,961	Executive Director	\$39,439	\$35,977	2023
Lifebridge Of South Carolina	SC	\$123,842	Prior Direct	\$41,423	\$39,933	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to TN cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT	258 organizations. Compensation range \$3–\$235,187; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$129,715); for reference, expenses \$105,316 and assets \$58,405.
ROLE MATCH	Crystal Chatman, reported title <i>"Founder"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 8 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	29 th
Total compensation (D + F), as reported (no adjustments)	26 th
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	24 th

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● **Rebuttable presumption of reasonableness · 26 CFR 53.4958-6**

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Crystal Chatman) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 258 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,750 is reasonable (approximately the 29th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.