

Haven Of The Dan River Region

Executive Director / CEO

EIN 462717876

VA · NTEE P43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sharon Hendricks, Executive Director / CEO** (\$28,517) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

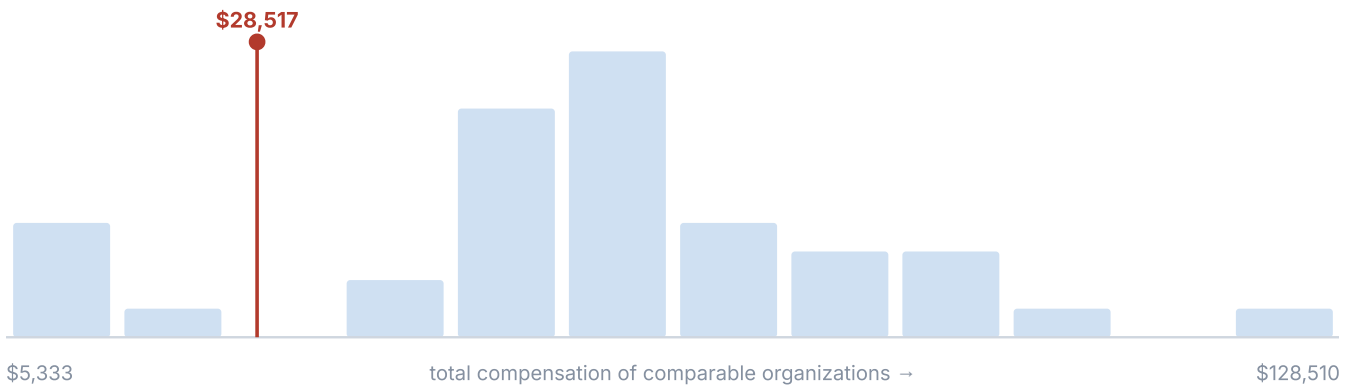
Benchmarked executive: Sharon Hendricks — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P43).
BUDGET	Total revenue between \$202,110 and \$452,487 — 0.67x to 1.50x the subject's \$301,658 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P43), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,532	\$48,729	\$59,644	\$72,171	\$89,622	\$28,517
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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 VA 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
Clear Creek County Advocates	CO	\$296,746	Executive Director	\$66,443	\$65,984	2024
Child And Family Advocacy Center Of	MN	\$291,764	Executive Director	\$75,533	\$77,299	2024
Cannon Co Services And Violence Edu	TN	\$311,845	Director	\$53,215	\$59,644	2023
Mayday Inc	OR	\$312,881	Executive Director	\$81,984	\$76,820	2025
Opening Doors For Women In Need	TX	\$288,267	Executive Director-ceo	\$44,160	\$47,101	2023
North Shore Horizons Inc	MN	\$319,895	Executive Director	\$102,136	\$104,523	2024
Safe Haven Of Person County	NC	\$278,411	Director	\$83,441	\$89,293	2024
Safe Refuge For Children And Families	CA	\$276,760	Executive Director	\$59,713	\$53,402	2024
Women Crowned In Glory	CA	\$326,967	President	\$64,600	\$59,479	2023
Austin Street Real Estate	TX	\$265,300	President & Ceo	\$51,328	\$53,176	2024
Fremont County Alliance Against Dom Viol	WY	\$340,664	Director	\$65,076	\$72,171	2024
Nora's Haven	RI	\$262,544	Chief Executive Offier	\$129,403	\$128,510	2024
Deaf World Against Violence	OH	\$349,790	Executive Di	\$53,872	\$59,095	2024
Yesterdays Gone	TX	\$352,972	Executive Direc	\$15,000	\$15,540	2024
Arlington Life Shelter Real Estate	TX	\$242,785	President & Ceo	\$5,000	\$5,333	2023
Stone County Abuse Prevention Inc	AR	\$236,999	Executive Director	\$45,056	\$51,101	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Green Haven Family Advocates Inc	WI	\$368,471	Executive Director	\$56,875	\$61,518	2024
Crisis Center Of Dodge City Inc	KS	\$377,112	Executive Director	\$48,502	\$52,870	2025
Goshen County Task Force On Family	WY	\$221,894	Administrato	\$54,338	\$60,263	2024
The Safe Alliance Facilities Holdings	TX	\$220,880	Chief Executive Officer	\$9,108	\$9,436	2024
Mission Righteous Roots	TX	\$384,089	—	\$87,187	\$90,326	2024
Auglaize County Crisis Center	OH	\$385,207	Executive Di	\$79,794	\$90,116	2023
Whispers Of Love Hope & Joy Inc	IA	\$217,602	President	\$35,000	\$39,690	2024
Victims Empowerment Support Team Vest	CA	\$387,853	Executive Dir.	\$61,744	\$55,219	2024
North Central Indiana Rural Crisis	IN	\$392,198	Exec. Direct	\$56,615	\$61,834	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2024 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 VA 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 37 organizations. Compensation range \$5,333–\$128,510; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$301,658); for reference, expenses \$320,512 and assets \$218,821.

ROLE MATCH Sharon Hendricks, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	8 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 (Sharon Hendricks) 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 37 similarly situated organizations (Same NTEE sector (P43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,517 is reasonable (approximately the 14th 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.