

Breast Wishes Foundation

Executive Director / CEO

EIN 462878283

OH · NTEE Z99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Elesha Snyder, Executive Director / CEO** (\$13,450) against **every comparable organization** that fit the selection criteria — **199** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Elesha Snyder — reported title "VICE CHAIR/E", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$235,756 and \$527,812 — 0.67x to 1.50x the subject's \$351,875 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

199 organizations qualified on sector, size, and geography → **199** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,120	\$26,702	\$55,178	\$78,189	\$108,059	\$13,450
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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 OH 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
Friends Of 400 Foundation	AL	\$352,584	President/tr	\$25,000	\$26,253	2023
Sky Mountain Wild Horse Sanctuary	NM	\$354,808	Executive Director	\$71,264	\$72,368	2024
Stage Center	LA	\$355,012	Executive Director	\$35,734	\$38,247	2023
Shore Builders Association	NJ	\$357,448	Director	\$100,328	\$84,574	2024
Prentis Family Support Foundation	MI	\$345,967	Treasurer	\$20,953	\$21,022	2023
Compasspoint Mentorship	CA	\$345,937	Executive Director	\$70,000	\$58,755	2023
Independence Pass Foundation	CO	\$345,874	Executive Director	\$119,602	\$111,477	2023
Lutheran Housing Corporation Of Oil City	PA	\$345,585	Chief Executive Officer	\$39,302	\$38,097	2023
Ricrack Inc	LA	\$345,417	Executive Dir.	\$15,385	\$15,995	2024
Wa State Association Of Rsvp Directors	ID	\$360,710	Vp/business Mgn	\$10,000	\$10,044	2024
Friends Of Manito	WA	\$361,004	Executive Dir.	\$57,692	\$48,767	2024
Washington Association Of Criminal Defense Lawyers	WA	\$342,213	Executive Director	\$104,980	\$91,361	2023
San Diego County Dental Foundation	CA	\$361,587	Executive Director	\$82,500	\$67,260	2024
Care Fresno Inc	CA	\$362,423	Executive Dir.	\$62,555	\$49,685	2025
Zen Hospice Project	CA	\$341,218	Executive Dir.	\$143,380	\$116,894	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Light Of The Rockies Christian Counseling Center	CO	\$341,083	Executive Director	\$7,380	\$6,681	2024
Big Sister League Residency Inc	CA	\$340,583	Executive Dir.	\$35,490	\$29,789	2023
Warrior Food Project Inc	FL	\$339,722	President	\$78,500	\$69,626	2024
Sacramento Housing Alliance	CA	\$364,510	Executive Director	\$89,550	\$73,008	2024
The Detroit Creativity Project	MI	\$338,412	Executive Di	\$67,501	\$65,781	2024
Heritage Private School Inc	OH	\$365,865	Administrator	\$6,000	\$6,000	2024
Bay Area Psychotherapy Training	CA	\$337,616	Executive Di	\$54,600	\$45,829	2023
Living Voices	WA	\$334,859	Artistic Director	\$60,000	\$50,718	2024
Na Moku Aupuni O Ko Olau Hui	HI	\$334,485	President	\$10,721	\$9,063	2024
Va'ad Harabanim Of Greater Seattle	WA	\$369,517	Secretary	\$66,486	\$56,201	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 199 organizations. Compensation range \$40–\$452,261; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$351,875); for reference, expenses \$220,306 and assets \$272,907.

ROLE MATCH Elesha Snyder, reported title "*VICE CHAIR/E*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the**

board should confirm this is a comparable role.

RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	13 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	10 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 (Elesha Snyder) 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 199 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$13,450 is reasonable (approximately the 13th 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.