

Womens Entrepreneurial Opportunity Project Inc

Executive Director / CEO

EIN 582494072
 GA · NTEE J21
 FY ending 2022-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Antionette Ball, Executive Director / CEO** (\$49,612) against **every comparable organization** that fit the selection criteria — **401** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (J21). |
| BUDGET | Total revenue between \$187,510 and \$419,799 — 0.67x to 1.50x the subject's \$279,866 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (J), nationwide + budget 0.67–1.5x revenue. |

401 organizations qualified on sector, size, and geography → **401** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|------------------------|-------------------------|---------------------------|-------------------------|-------------------------|------------------------------------|
| \$4,293 10TH | \$11,507 25TH | \$40,078 MEDIAN | \$70,624 75TH | \$96,965 90TH | \$49,612 THIS ORG · 58TH |
|------------------------|-------------------------|---------------------------|-------------------------|-------------------------|------------------------------------|



■ 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 GA 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 |
|--|-------|-----------|-------------------------|-----------------|------------------|------|
| Sooners Helping Sooners Inc | OK | \$279,616 | Chief Executive Officer | \$90,000 | \$94,681 | 2023 |
| Northern Tier Industry And Education Consortium In | PA | \$280,735 | Executive Director | \$37,798 | \$34,979 | 2024 |
| Alexandria Pipe Trades Joint | LA | \$280,822 | Business Manager | \$13,200 | \$13,488 | 2024 |
| Diffvelopment | NJ | \$281,193 | Ceo | \$43,750 | \$36,248 | 2024 |
| Cleveland Professional Firefighters | TN | \$277,569 | President | \$2,600 | \$2,536 | 2024 |
| Local 490 Labor-management | NH | \$277,242 | Trustee | \$21,457 | \$18,386 | 2024 |
| International Brotherhood | MA | \$282,808 | President | \$13,031 | \$10,586 | 2025 |
| Life After Incarceration Transition | MI | \$276,132 | President | \$84,859 | \$81,279 | 2024 |
| Dress For Success Worcester Inc | MA | \$284,377 | Executive Director | \$80,604 | \$67,215 | 2024 |
| Association Of Commuter Rail Employees | CT | \$285,195 | President | \$759 | \$680 | 2023 |
| Springfield Police Benevolent & | IL | \$285,354 | President | \$6,982 | \$6,558 | 2023 |
| Northeast Wisconsin Building And | WI | \$274,339 | Bus Represen | \$136,690 | \$136,384 | 2023 |
| Pickett-donnelly Lodge No 77 Brotherhood Of Railroad Signalmen | VA | \$274,214 | President | \$1,801 | \$1,613 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|----------------------------|-----------------|------------------|------|
| Iupat District Council No 21 Labor | PA | \$285,672 | Union Co-chair Trustee | \$140,400 | \$129,926 | 2024 |
| Fuerza Unida | TX | \$285,708 | Head Seamstress | \$17 | \$16 | 2023 |
| Orange County Boces Teachers' | NY | \$286,094 | President | \$5,000 | \$4,316 | 2023 |
| Police Assoc Inc - Town Of Greenburgh | NY | \$286,210 | President | \$9,500 | \$8,202 | 2023 |
| Montana Operating Engineers & | MT | \$273,249 | Director | \$58,094 | \$58,111 | 2024 |
| Ccyp Inc | MA | \$273,215 | Ceo | \$92,060 | \$79,035 | 2023 |
| United Steelworkers Local Union 00420 | NY | \$272,738 | President | \$68,474 | \$57,418 | 2024 |
| Smart Lu 555 | TN | \$287,424 | President | \$654 | \$657 | 2023 |
| Proof Programs | TN | \$272,200 | President | \$23,750 | \$23,166 | 2024 |
| Njea Frederick L Hipp Foundation For | NJ | \$288,553 | President | \$195,157 | \$161,693 | 2024 |
| Apprentice Educational Fund | NY | \$270,621 | Union Trustee/training Dir | \$50,624 | \$42,450 | 2024 |
| Colorado Professionals In | CO | \$270,522 | Executive Director | \$23,850 | \$21,849 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2022 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 GA 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 | 401 organizations. Compensation range \$16–\$517,771; filing years 2023–2025. |
| SIZE BASIS | Matched on total revenue (\$279,866); for reference, expenses \$253,297 and assets \$75,101. |
| ROLE MATCH | Antionette Ball, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 7 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 | 58 th |
| Total compensation (D + F), as reported (no adjustments) | 55 th |
| Reportable pay only (column D), adjusted | 64 th |
| All sources (D + E + F), adjusted | 53 rd |

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 (Antionette Ball) 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 401 similarly situated organizations (Same NTEE major group (J), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,612 is reasonable (approximately the 58th 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.