

The Women's Institute Of Houston

Executive Director / CEO

EIN 741355769
 TX · NTEE P83Z
 FY ending 2025-05-31
 June 13, 2026

This analysis benchmarks the total compensation of **Shea Hill, Executive Director / CEO** (\$71,833) against the **2000** closest of **3,860** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 61st percentile of comparable organizations

within the typical range

Benchmarked executive: Shea Hill — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

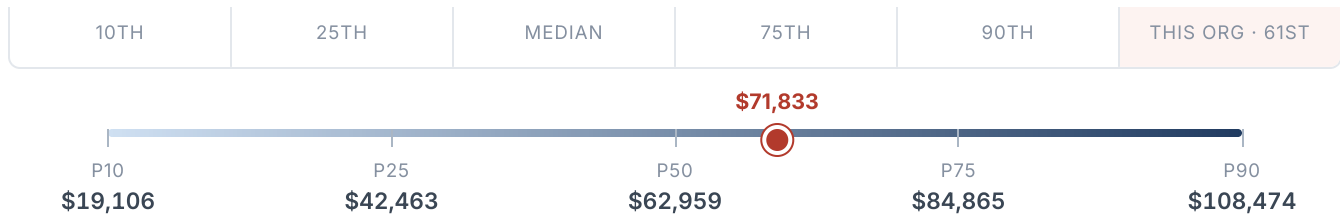
SECTOR	Organizations sharing the subject's NTEE classification (P83Z).
BUDGET	Total revenue between \$311,109 and \$696,514 — 0.67x to 1.50x the subject's \$464,343 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,860 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$19,106	\$42,463	\$62,959	\$84,865	\$108,474	\$71,833
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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 TX 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
Abc Pregnancy Resource Center Inc	LA	\$464,331	Exec Director	\$25,000	\$28,247	2024
The Community Service Center Of Northern Champaign County Inc	IL	\$464,374	Executive Director	\$62,118	\$62,666	2024
Rockford Day Nursery	IL	\$464,385	Executive Director (Thru May 2023)	\$61,685	\$64,066	2023
Live Love Outreach	WA	\$464,251	Director	\$31,020	\$29,340	2023
Pdx Diaper Bank	OR	\$464,235	Executive Director	\$44,280	\$42,196	2024
Compassionate Sharing Inc	OK	\$464,459	Director	\$31,500	\$36,643	2023
Heartspace Kids Inc	CO	\$464,476	President And Ceo	\$87,563	\$86,157	2024
Madison County Elderly Services Inc	IA	\$464,189	Executive Director	\$66,893	\$73,221	2025
New Sharon Community Child Care Center	IA	\$464,511	Exec Director	\$51,704	\$58,092	2024
Washtenaw Care-based Safety	MI	\$464,147	Co-director	\$112,800	\$119,472	2024
Kiddie Korner Child Development	PA	\$464,569	Executive Director	\$67,654	\$69,230	2024
Heidis Promise	WA	\$464,089	President Director	\$82,002	\$75,336	2024
Inter-church Council Of Greater	MA	\$464,599	Director	\$87,721	\$80,888	2024
East Cleveland Neighborhood Center	OH	\$464,074	Exec Directo	\$65,000	\$72,732	2023
Alabama Blackbelt Scholars Inc	AL	\$464,056	Executive Director	\$42,331	\$46,927	2024
Kings Daughters Ministry	NC	\$464,639	President Founder	\$12,000	\$13,099	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Milestone Community Developmen	MN	\$464,045	Executive Dr	\$89,048	\$90,289	2024
Pettis County Community Partnership	MO	\$464,035	Executive Di	\$75,127	\$81,651	2024
Bread For Life Community Food Pantry Inc	VA	\$464,706	Executive Director	\$15,000	\$14,862	2024
Cameron Road Daycare Inc	WI	\$463,965	President	\$51,734	\$55,442	2024
Ignis Community Inc - Sunyang Hana	TX	\$464,774	Us Operations Manager & Secretary	\$23,671	\$24,297	2024
Open Arms Of Blue Ridge Inc	GA	\$464,823	Executive Director	\$50,000	\$53,112	2023
American Association Of Adapted Sports	GA	\$463,772	Executive Dir.	\$109,894	\$113,385	2024
Blackhawk Learning Connection	IL	\$463,727	Executive Director	\$56,484	\$58,665	2023
Blind Service Association Inc	IL	\$463,722	Executive Director	\$98,366	\$102,164	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2025 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 TX 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	2000 organizations. Compensation range \$265–\$567,176; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$464,343); for reference, expenses \$437,532 and assets \$932,726.

ROLE MATCH	Shea Hill, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	129 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	51 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	61 st
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	56 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 (Shea Hill) 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 13, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,833 is reasonable (approximately the 61st 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 13, 2026.