

Sisters Of Watts

Executive Director / CEO

This analysis benchmarks the total compensation of **Robin Daniels, Executive Director / CEO** (\$27,200) against **every comparable organization** that fit the selection criteria — **101** 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

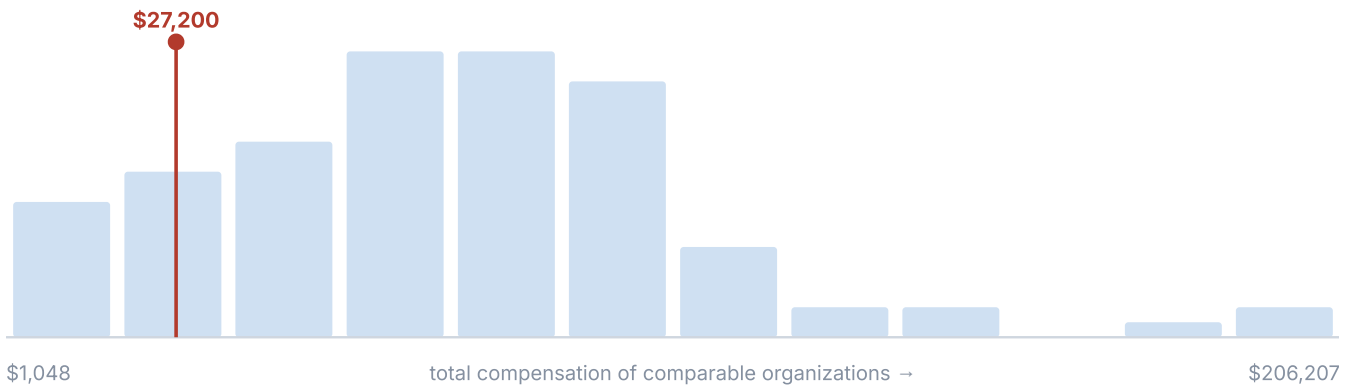
Benchmarked executive: Robin Daniels — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O20).
BUDGET	Total revenue between \$276,023 and \$617,962 — 0.67x to 1.50x the subject's \$411,975 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography → **101** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,437	\$42,432	\$68,289	\$88,438	\$111,379	\$27,200
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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 CA 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
Shemilah Outreach Center	IL	\$414,000	Executive Director	\$74,000	\$86,740	2023
Wadena County Humane Society	MN	\$415,057	Director Of	\$65,000	\$76,577	2023
The Well Community Youth Center Of Waco	TX	\$408,237	Director	\$42,262	\$48,958	2024
Southwest Indiana Powerhouse Inc	IN	\$418,746	Executive Di	\$96,000	\$117,241	2024
The Healing Word Counseling Center	TN	\$418,766	Administrator/counselor	\$27,000	\$32,867	2024
Meridian Police Activities League	ID	\$404,927	Executive Director	\$45,833	\$56,464	2024
Yachats Youth & Family	OR	\$422,414	Executive Di	\$67,129	\$72,194	2024
Harmony Project Tulsa	OK	\$399,525	Executive Dir.	\$116,192	\$148,168	2024
Davis Forest School	CA	\$425,661	Director	\$48,872	\$48,872	2024
Westminster At Wade Inc	WV	\$425,679	Director	\$33,840	\$42,432	2024
North Jefferson Junior Baseball Assoc	CO	\$426,498	Scheduler	\$12,915	\$14,765	2023
Neighborhood House Community Center	WI	\$427,308	Executive Di	\$55,521	\$69,133	2023
Jacob's Ladder Inc	VA	\$427,326	Executive Director	\$78,074	\$87,300	2024
Girl Talk Incorporated	IN	\$396,331	Executive Di	\$91,200	\$111,379	2024
Enid SPCA	OK	\$430,887	Executive Di	\$22,880	\$29,177	2024
Time 2 Win Community Organization	FL	\$390,082	President	\$49,200	\$53,526	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
East Of The River Boys And Girls Steelband Inc	DC	\$389,965	Executive Director	\$68,498	\$69,611	2024
Kirbys Children Services	TX	\$386,744	Executive Dire	\$163,000	\$194,403	2023
Summer Program For Youth	PA	\$386,113	Executive Di	\$47,326	\$54,655	2024
Fore La Kids Inc	CA	\$438,407	Founder	\$18,750	\$18,750	2024
Focus Ministries	CO	\$384,261	Board Member	\$68,175	\$75,705	2024
Carmel Youth Center Inc	CA	\$441,773	Executive Dir	\$87,432	\$87,432	2024
North End Youth Center Inc	IL	\$443,510	President	\$99,213	\$112,956	2024
Positive Attitude Youth Center Inc	NC	\$446,069	Executive Di	\$70,000	\$83,762	2024
Choices Inc	MA	\$448,576	President	\$46,164	\$49,461	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	101 organizations. Compensation range \$1,048–\$206,207; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$411,975); for reference, expenses \$351,135 and assets \$257,770.
ROLE MATCH	Robin Daniels, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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)	17 th
Reportable pay only (column D), adjusted	15 th
All sources (D + E + F), adjusted	13 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 (Robin Daniels) 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 101 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,200 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.