

Women Chiropractors

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ashleigh Creeden, Executive Director / CEO** (\$57,369) against **every comparable organization** that fit the selection criteria — **28** in total — 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

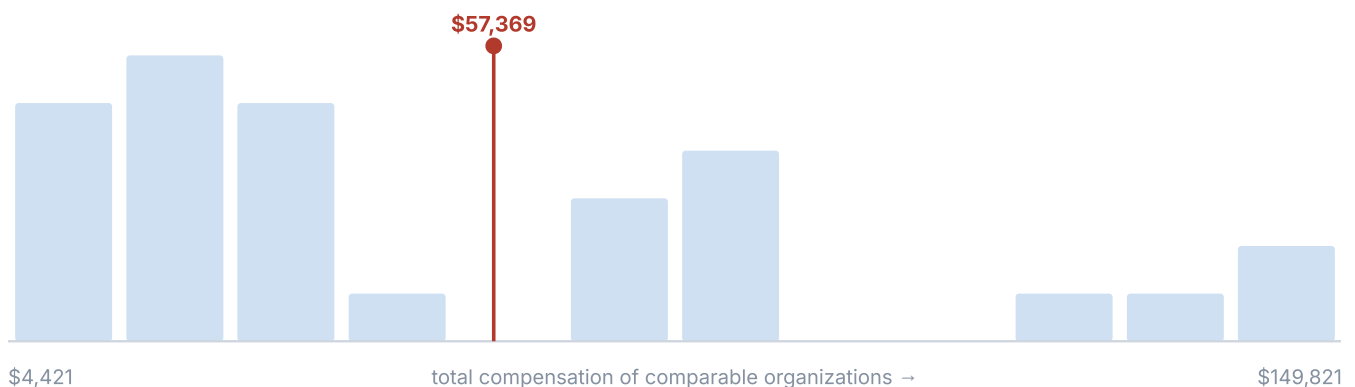
Benchmarked executive: Ashleigh Creeden — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E03).
BUDGET	Total revenue between \$153,815 and \$344,362 — 0.67x to 1.50x the subject's \$229,575 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E03), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,379	\$21,691	\$33,845	\$78,318	\$121,541	\$57,369
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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 MI 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
Lone Star Assoc Charitable Clinics	TX	\$235,001	Ceo	\$90,000	\$87,222	2023
Northeastern Gnathological Society	NJ	\$223,415	Exec. Director	\$12,000	\$10,380	2023
World Association For Sexual Health	MN	\$223,171	Executive Directress	\$36,653	\$34,081	2024
Rapid Science Inc	NY	\$236,153	Board Direct	\$25,000	\$21,259	2024
Colorado Association Of Charter School Authorizers	CO	\$221,798	Executive Director	\$147,793	\$137,299	2023
West Virginia Chapter Of American	WV	\$221,421	Exec Director	\$70,505	\$73,960	2023
American Board Of Facial Cosmetic	IL	\$218,169	Exec Director	\$49,940	\$46,202	2024
Free Clinic Association Of Pennsylvania	PA	\$241,059	Executive Director	\$159,650	\$149,821	2024
Association For The Advancement Of	VT	\$217,327	Exec. Dir./pres	\$30,000	\$28,415	2024
Moral Injury Of Health Care Inc	PA	\$244,288	President	\$80,000	\$77,292	2023
Disart	MI	\$214,758	Co-exec-dire	\$68,913	\$66,936	2024
The Gout Hyperuricemia And Crystal-assoc	WA	\$249,999	Steering Committee Member	\$15,709	\$13,235	2024
Foundation For Optimal Health Inc	NJ	\$250,000	Treasurer	\$40,000	\$33,608	2024
Our Mental Health Collective	MI	\$204,629	Executive Director	\$83,800	\$81,396	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Pharmacists Association	CA	\$201,201	Executive Director	\$176,955	\$148,039	2023
Northwest Wi Area Health Education	WI	\$258,931	Executive Director	\$85,486	\$84,014	2024
Mercy Hospital Medical Staff Charity Inc	FL	\$259,365	President	\$18,600	\$16,929	2023
Delray Medical Center Medical Staff Corp	FL	\$192,926	President	\$17,500	\$15,471	2024
Medical Staff Of St Mary Medical Center	CA	\$182,595	Chief Of Staff	\$44,000	\$35,754	2024
United States Lactation Consultant	DC	\$277,539	Executive Di	\$26,442	\$21,835	2024
American Board Of Dental Examiners Inc	AL	\$174,337	Executive Director	\$65,000	\$66,081	2024
Diversity Perspective Inc	FL	\$173,090	Co Founder	\$5,000	\$4,421	2024
Hardin Medical & Dental Staff Inc	KY	\$299,947	Chief Direct	\$25,000	\$29,258	2021
Hca Florida Kendall Medical Staff Inc	FL	\$303,200	President	\$30,000	\$26,521	2024
Somali Medical Association Of America	MN	\$311,236	Executive Director	\$32,436	\$30,160	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI cost of living and 2023 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 MI 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	28 organizations. Compensation range \$4,421–\$149,821; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$229,575); for reference, expenses \$189,611 and assets \$303,302.
ROLE MATCH	Ashleigh Creeden, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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)	61 st
Reportable pay only (column D), adjusted	61 st
All sources (D + E + F), adjusted	61 st

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 (Ashleigh Creeden) 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 28 similarly situated organizations (Same NTEE sector (E03), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,369 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 9, 2026.