

Women In Revenue Inc

Executive Director / CEO

EIN 833010725
 CA · NTEE P20
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Deanna Ransom -Term Ended 2023, Executive Director / CEO** (\$49,862) against **every comparable organization** that fit the selection criteria — **200** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

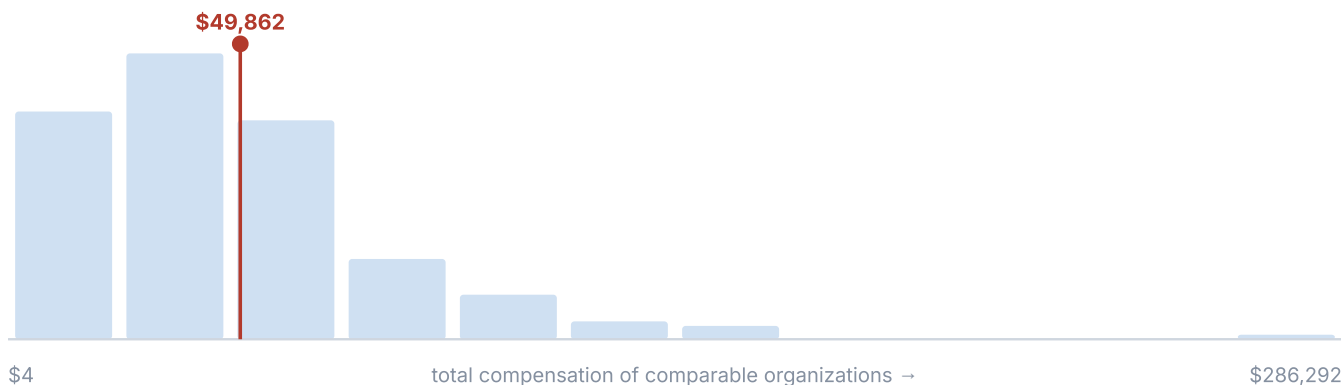
Benchmarked executive: Deanna Ransom -Term Ended 2023 — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

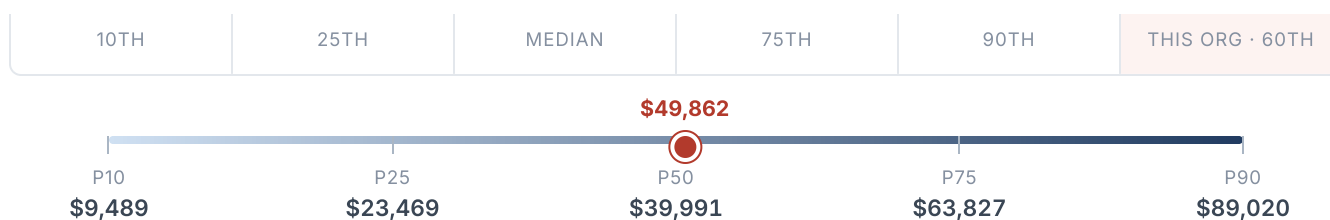
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$71,440 and \$159,940 — 0.67x to 1.50x the subject's \$106,627 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

200 organizations qualified on sector, size, and geography → **200** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,489	\$23,469	\$39,991	\$63,827	\$89,020	\$49,862
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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
Arts Foundation For Seniors Inc	FL	\$106,144	Exec Dir & S	\$67,000	\$70,800	2024
Gems Development Foundation	VA	\$105,693	Executive Director	\$22,000	\$24,600	2023
Virtuemediac Inc	GA	\$107,745	President & Founder	\$83,197	\$96,877	2023
Seasons Village Inc	NC	\$107,869	Program Director	\$52,000	\$62,223	2023
Open Source Hardware Association	CO	\$104,790	Executive Director	\$77,692	\$86,273	2023
Hope On The Hill Inc	OR	\$104,768	Executive Dir.	\$48,500	\$50,664	2024
Greater Louisville Intergroup Inc	KY	\$109,188	Coo	\$35,700	\$43,144	2024
Milagros Foundation	TX	\$104,007	Executive Director	\$71,036	\$79,930	2024
Mcsy Qalicb Ymca (6859-so1)	WA	\$109,368	Director/president	\$42,956	\$43,261	2024
Helping Hands Ministry	TN	\$109,695	President	\$9,070	\$11,041	2023
Encore Park Dallas	TX	\$103,472	Interim Executive Director	\$30,000	\$34,753	2023
Jackson In Action 83 Foundation Inc	FL	\$110,156	Executive Director	\$54,000	\$57,063	2024
Ocl Properties Vi Inc	NY	\$102,405	Chief Financial Officer	\$73,290	\$74,495	2024
Life House Ministries	WA	\$102,353	Executive Director	\$37,500	\$38,881	2023
Mother-wise	CA	\$102,303	Executive Di	\$44,375	\$44,375	2023
Rural Housing Partnership	VA	\$111,091	Executive Director	\$7,190	\$7,809	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
This Star Won't Go Out Inc	MA	\$111,130	Executive Director	\$24,000	\$24,259	2024
Transitional Remedies Solutions	MA	\$102,108	President	\$17,200	\$17,899	2023
The New Citizens Press Community Action Network	MI	\$101,898	Director	\$9,989	\$11,597	2024
Globalfest Inc	NY	\$111,384	President	\$13,440	\$14,065	2023
Central Avenue Center Of Hope Inc	KS	\$111,517	Executive Director	\$35,150	\$43,977	2023
Bayouclinic Inc	AL	\$111,673	Executive Director	\$106,204	\$132,873	2023
Servants Heart Outreach	AR	\$101,374	Executive Director	\$25,962	\$32,826	2024
Virtues Matter Inc	MD	\$112,221	President And Ceo	\$63,333	\$68,570	2023
Its Time A Houghton Family Global	UT	\$112,621	Director - R	\$33,600	\$38,682	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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 200 organizations. Compensation range \$4–\$286,292; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$106,627); for reference, expenses \$778,195 and assets \$1,894,922. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Deanna Ransom -Term Ended 2023, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this 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	60 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	50 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 (Deanna Ransom -Term Ended 2023) 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 200 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,862 is reasonable (approximately the 60th 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.