

Women Of Oz Nwa

Executive Director / CEO

EIN 834537740

AR · NTEE N99

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Lauren Pickman, Executive Director / CEO** (\$50,650) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

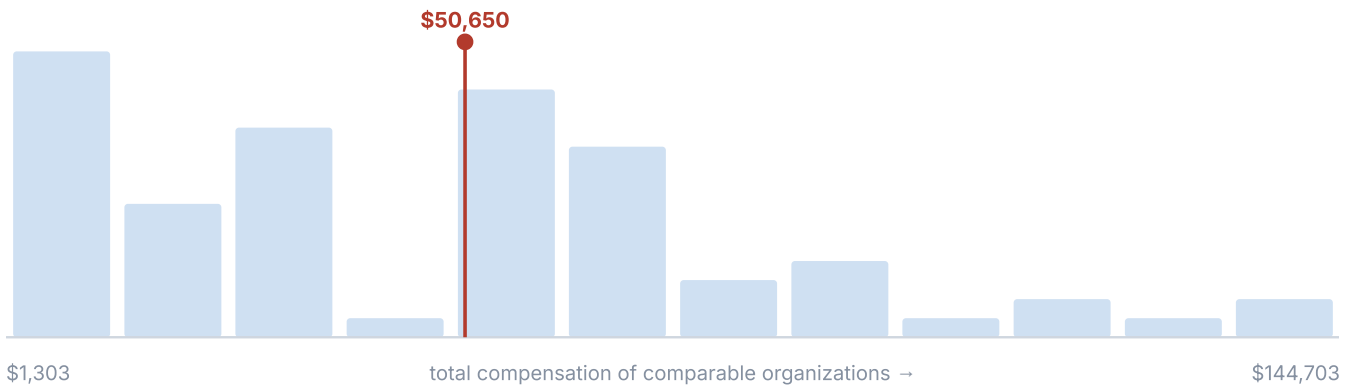
Benchmarked executive: Lauren Pickman — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N99).
BUDGET	Total revenue between \$291,097 and \$651,711 — 0.67x to 1.50x the subject's \$434,474 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N99), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,837	\$19,743	\$52,043	\$66,054	\$90,631	\$50,650
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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 AR 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
Clipped In For Life	CA	\$438,246	Vice President	\$79,591	\$59,388	2024
Boston Taekwondo Project Inc	MA	\$439,323	Director/chairman	\$90,802	\$68,692	2025
Coon Rapids Mat Bandits Wrestling	MN	\$439,786	President	\$2,400	\$2,049	2024
Still I Run	MI	\$426,743	Executive Director	\$65,000	\$57,974	2024
Southern Homestead Soccer Academy Inc	FL	\$422,979	President	\$41,464	\$34,653	2023
Little East Conference Inc	RI	\$446,666	Clerk/commissnr	\$99,808	\$82,700	2024
Excel Sports League	CA	\$450,286	President Dir	\$138,000	\$102,971	2024
Knoxville Flyers Inc	TN	\$408,595	Director	\$2,340	\$2,126	2024
Athletic Equipment Managers	VA	\$405,686	National Off	\$72,184	\$58,674	2025
Elite Aquatics Sports Team Inc	CA	\$403,657	Ceo	\$41,265	\$31,700	2023
Delta Sculling Center	CA	\$466,628	Executive Di	\$10,200	\$7,836	2023
Naples Flag Football League Inc	FL	\$398,954	Vice Preside	\$74,750	\$62,472	2023
Blackpackers	CO	\$397,798	Executive Di	\$86,281	\$71,491	2024
Girls On The Run West Michigan	MI	\$394,987	Executive Director	\$71,000	\$63,326	2024
Diamond Barwalnut Valley Soccer League Inc	CA	\$394,617	President	\$3,750	\$2,798	2024
Chestnut Hill Fathers Club	PA	\$393,517	Director	\$4,562	\$4,047	2023
Cm Baseball League	AZ	\$386,571	President	\$79,500	\$66,068	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Palisades Predators Hockey Club In	NY	\$482,619	President	\$5,000	\$3,803	2025
B&b Sports Academy	NE	\$483,666	Director/sec	\$21,458	\$19,943	2024
Inclusive Sports And Fitness Inc	NY	\$381,526	Coo	\$50,000	\$39,042	2024
The New Way Circus Center Inc	NY	\$380,251	Executive Director	\$146,900	\$118,093	2023
Scholastic Archery Association	KY	\$491,886	Executive Director	\$82,110	\$81,698	2022
Completely Pristine	TN	\$376,080	Director	\$35,546	\$32,286	2024
Girls Leading Girls	CA	\$376,064	Executive Director	\$78,970	\$60,665	2023
The Common Wheel	PA	\$492,887	Executive D	\$74,404	\$66,010	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	70 organizations. Compensation range \$1,303–\$144,703; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$434,474); for reference, expenses \$407,364 and assets \$77,313.
ROLE MATCH	Lauren Pickman, 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.

OUTLIERS 2 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	49 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	49 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 (Lauren Pickman) 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 10, 2026, comparing compensation against 70 similarly situated organizations (Same NTEE sector (N99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,650 is reasonable (approximately the 49th 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 10, 2026.