

Holistic Birth Collective

Executive Director / CEO

EIN 861652494

IL · NTEE P01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Star August, Executive Director / CEO** (\$30,288) against **every comparable organization** that fit the selection criteria — **752** 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

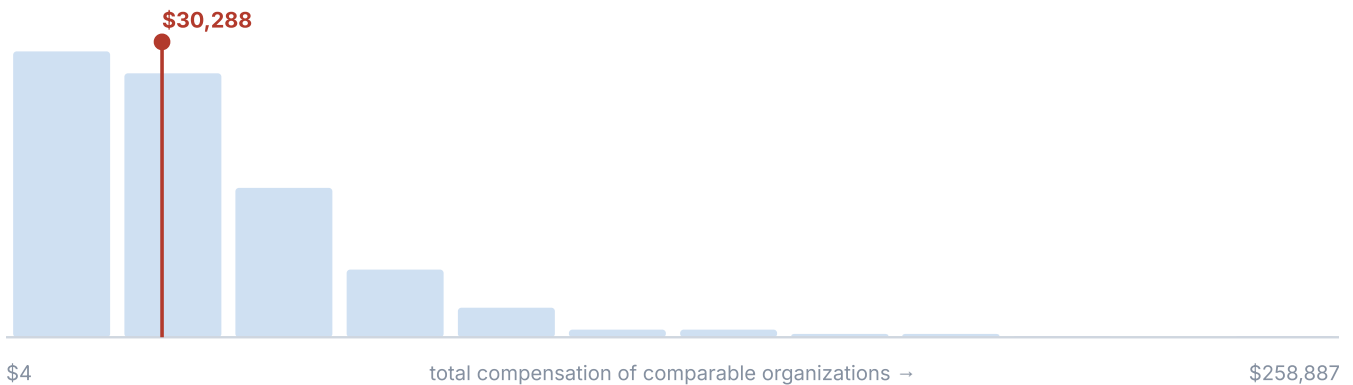
Benchmarked executive: Star August — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P01).
BUDGET	Total revenue between \$73,405 and \$164,340 — 0.67x to 1.50x the subject's \$109,560 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

752 organizations qualified on sector, size, and geography → **752** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,635	\$15,952	\$30,875	\$50,985	\$72,276	\$30,288
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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 IL 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
Shreveport Independent Living Inc	LA	\$109,583	President/ceo	\$21,418	\$23,989	2024
Crossroads Foundation Inc	IA	\$109,437	Executive Director	\$8,379	\$9,607	2023
Helping Hands Ministry	TN	\$109,695	President	\$9,070	\$9,984	2023
Charm City Housing Associates Inc	MD	\$109,699	Executive Director	\$4,329	\$4,238	2023
The Family Wins	PA	\$109,710	President/advisory Member	\$40,000	\$40,574	2024
Ocl Properties Iv Inc	NY	\$109,394	Chief Financial Officer	\$73,290	\$67,364	2024
Mcsy Qalicb Ymca (6859-so1)	WA	\$109,368	Director/president	\$42,956	\$39,119	2024
Dearborn County Clearing House For	IN	\$109,770	Exec Directo	\$44,446	\$47,676	2024
Starkey Sheltered Living Inc	KS	\$109,788	Ceo	\$23,309	\$26,370	2023
Girls Inc Foundation	TX	\$109,250	Ceo	\$14,570	\$14,825	2024
Greater Louisville Intergroup Inc	KY	\$109,188	Coo	\$35,700	\$39,014	2024
Foster Village Lawrence	KS	\$109,010	Co-founder	\$8,750	\$9,615	2024
Mountain State Hands On Inc	WV	\$108,984	President	\$44,071	\$49,971	2023
Jackson In Action 83 Foundation Inc	FL	\$110,156	Executive Director	\$54,000	\$51,600	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Childrens Lifeline International Inc	CO	\$108,936	President	\$50,000	\$50,208	2023
Family Promise Of Santa Rosa Inc	FL	\$108,782	Executive Director	\$31,656	\$31,143	2023
Lake Area Ministries Inc	MO	\$110,385	Manager	\$33,333	\$35,911	2024
Community Action Trust Inc	MA	\$110,500	Executive Director	\$22,999	\$21,022	2024
Foundations For Living Inc	GA	\$110,518	Director	\$47,499	\$48,580	2024
Trpil	PA	\$108,521	Ceo	\$19,158	\$19,433	2024
Ohio Senior Olympics Inc	OH	\$110,630	Executive Di	\$11,669	\$12,572	2024
Leavenworth Mission Inc	KS	\$110,698	President	\$120,000	\$135,761	2023
Hope House Of Northwest Michigan	MI	\$110,770	Executive Director	\$63,000	\$66,143	2024
Swami Kuvalayananda Yoga Foundation	PA	\$110,886	Secretary	\$9,600	\$10,026	2023
Altogether In Love	CA	\$108,146	President	\$24,000	\$21,080	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 752 organizations. Compensation range \$4–\$258,887; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$109,560); for reference, expenses \$193,696 and assets \$3,042.
Revenue and expenses diverge this year — revenue may misrepresent operating size;

weigh the expense-based view.

ROLE MATCH	Star August, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	219 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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)	50 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	32 nd

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 (Star August) 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 752 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,288 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 9, 2026.