

# Women Are Sacred Movement Inc

Executive Director / CEO

EIN 882984758

CA · NTEE R20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melinda Janko, Executive Director / CEO** (\$85,000) against **every comparable organization** that fit the selection criteria — **80** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50<sup>th</sup>** percentile of comparable organizations within the typical range

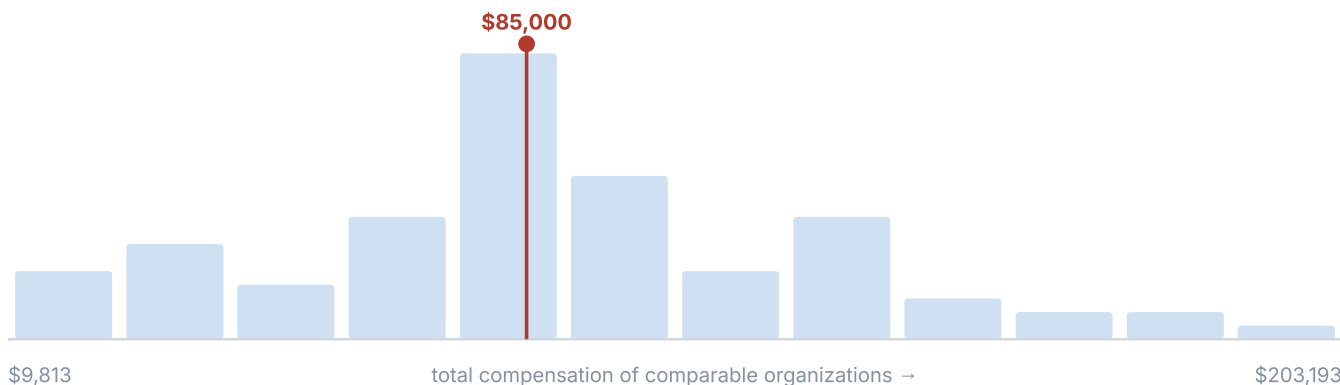
**Benchmarked executive:** Melinda Janko — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R20).
BUDGET	Total revenue between \$301,505 and \$675,012 — 0.67x to 1.50x the subject's \$450,008 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R20), nationwide + budget 0.67–1.5x revenue.

**80** organizations qualified on sector, size, and geography → **80** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$34,023	\$66,078	\$85,410	\$107,891	\$138,230	\$85,000
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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
<a href="#">National Mobilization Against</a>	NY	\$456,309	Executive Director	\$45,336	<b>\$47,443</b>	2023
<a href="#">Native Peoples Action Inc</a>	AK	\$456,507	Executive Dir.	\$24,440	<b>\$27,059</b>	2023
<a href="#">Garland County Casa Program</a>	AR	\$457,086	Executive Director	\$60,583	<b>\$74,626</b>	2025
<a href="#">Advocates For Immigration Rights &amp; Reconciliation Inc</a>	KS	\$438,658	Executive Director Ex Officio Non Voting	\$73,370	<b>\$89,160</b>	2024
<a href="#">Gateway Equity Institute</a>	MO	\$438,221	Executive Director	\$62,278	<b>\$74,197</b>	2024
<a href="#">Tectonic Justice Inc</a>	CA	\$437,967	President	\$90,000	<b>\$87,418</b>	2024
<a href="#">Second Judicial District Casa Program Inc</a>	ID	\$466,180	Executive Director	\$118,478	<b>\$138,117</b>	2025
<a href="#">Mississippi Immigrant Rights Allian</a>	MS	\$466,875	Excutive Director	\$50,000	<b>\$64,490</b>	2023
<a href="#">Never Lost Inc</a>	GA	\$431,616	Executive Dir.	\$69,639	<b>\$78,763</b>	2024
<a href="#">Project On Fair Representation Inc</a>	TX	\$429,800	Executive Director	\$150,000	<b>\$173,765</b>	2023
<a href="#">Casa Of Ohio Valley Inc</a>	KY	\$429,085	Executive Director	\$64,572	<b>\$80,340</b>	2023
<a href="#">Casa Of The Permian Basin Inc</a>	TX	\$426,647	Executive Director	\$64,181	<b>\$72,217</b>	2024
<a href="#">Asian American Women's Political Initiative Inc</a>	MA	\$424,597	Secretary	\$57,000	<b>\$57,616</b>	2024
<a href="#">Northern Hills Area Casa Program</a>	SD	\$420,049	Executive Dir.	\$69,667	<b>\$86,486</b>	2024
<a href="#">West Virginia Pregnancy Center Coalition Inc</a>	WV	\$408,099	Executive Director	\$7,826	<b>\$9,813</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Philly Black Worker Project</a>	PA	\$401,397	Executive Director	\$84,150	<b>\$94,395</b>	2024
<a href="#">Casa Of The Continental Divide</a>	CO	\$499,289	Co-ex Direct	\$78,188	<b>\$84,333</b>	2024
<a href="#">Casa Of Douglas County Inc</a>	OR	\$400,011	Executive Director	\$83,037	<b>\$86,741</b>	2024
<a href="#">Beyond These Walls</a>	OR	\$399,184	Executive Director	\$74,375	<b>\$77,692</b>	2024
<a href="#">Center For Intimacy Justice</a>	CA	\$398,202	Ceo & Founder	\$100,517	<b>\$100,517</b>	2023
<a href="#">You Have The Power</a>	TN	\$397,960	Ceo	\$105,163	<b>\$124,342</b>	2024
<a href="#">Elevate Coweta Students Inc</a>	GA	\$396,025	Executive Di	\$86,864	<b>\$98,245</b>	2024
<a href="#">Wyoming Civic Engagement Network</a>	WY	\$507,735	Exec Dir (Fo	\$54,933	<b>\$66,167</b>	2024
<a href="#">Naya Action Fund</a>	OR	\$386,896	Executive Director	\$18,903	<b>\$20,329</b>	2023
<a href="#">Louisiana Casa Association</a>	LA	\$515,022	Executive Di	\$24,245	<b>\$30,030</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 80 organizations. Compensation range \$9,813–\$203,193; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$450,008); for reference, expenses \$257,329 and assets \$224,414. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Melinda Janko, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	3 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	50 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	61 <sup>st</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	49 <sup>th</sup>

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 (Melinda Janko) 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 80 similarly situated organizations (Same NTEE sector (R20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,000 is reasonable (approximately the 50<sup>th</sup> 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.