

# Women's Wellness Spa(ce)

Executive Director / CEO

EIN 932424589

PA · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ashley Biden, Executive Director / CEO** (\$97,500) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

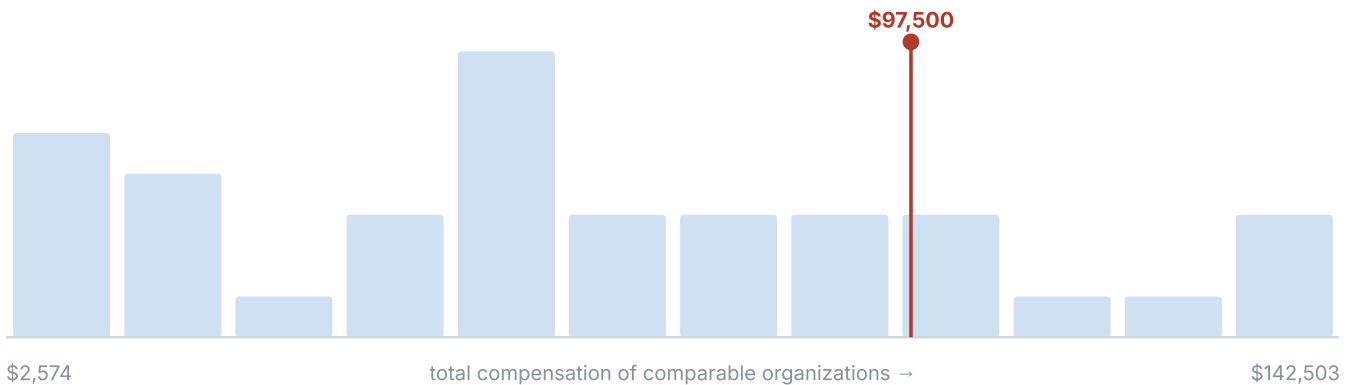
**Benchmarked executive:** Ashley Biden — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$268,676 and \$601,513 — 0.67x to 1.50x the subject's \$401,009 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + PA + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,462	\$33,852	\$56,615	\$84,723	\$116,334	\$97,500
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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 PA 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="#">Family Promise Of Carbon County</a>	PA	\$401,063	Executive Director	\$66,950	<b>\$66,950</b>	2024
<a href="#">Technology Learning Collaborative</a>	PA	\$385,578	Executive Director	\$79,355	<b>\$79,355</b>	2024
<a href="#">Small Town Hope Inc</a>	PA	\$379,615	Executive Director	\$20,935	<b>\$21,553</b>	2023
<a href="#">Germantown Avenue Crisis Ministry</a>	PA	\$372,355	Executive Director	\$64,226	<b>\$62,570</b>	2025
<a href="#">International House Philadelphia Inc</a>	PA	\$369,626	President & Ceo (Until 10/22)	\$118,001	<b>\$121,486</b>	2023
<a href="#">Rainbow Kitchen Community Services</a>	PA	\$445,146	Executive Director	\$129,727	<b>\$133,559</b>	2023
<a href="#">Reach Out Foundation Of Bucks Cty</a>	PA	\$447,283	Executive Director	\$82,038	<b>\$82,038</b>	2024
<a href="#">Center For Disability Law And Policy</a>	PA	\$449,401	Director	\$95,500	<b>\$95,500</b>	2024
<a href="#">Bethany Community Ministries</a>	PA	\$458,595	Executive Di	\$50,000	<b>\$50,000</b>	2024
<a href="#">Refuge For The Poor</a>	PA	\$342,807	President	\$3,600	<b>\$3,600</b>	2024
<a href="#">Central Outreach Resource And Refer</a>	PA	\$339,015	Ex Dir	\$142,503	<b>\$142,503</b>	2024
<a href="#">African Missions Project Inc</a>	PA	\$336,934	Executive Director	\$9,850	<b>\$9,850</b>	2024
<a href="#">Philadelphia Grace Project Inc</a>	PA	\$335,113	President/founder	\$25,000	<b>\$25,738</b>	2023
<a href="#">Amoveo Group</a>	PA	\$467,219	President	\$2,500	<b>\$2,574</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Empoweru Specialty Fitness Inc</a>	PA	\$470,330	President	\$48,000	<b>\$48,000</b>	2024
<a href="#">Father Bill Atkinson Center</a>	PA	\$329,726	Program Manager	\$33,852	<b>\$33,852</b>	2024
<a href="#">Blue Mountain Escape Inc</a>	PA	\$326,936	Manager	\$20,560	<b>\$20,560</b>	2024
<a href="#">Perry Human Services</a>	PA	\$482,573	Executive D	\$57,367	<b>\$55,888</b>	2025
<a href="#">P Michael Boone Foundation Inc</a>	PA	\$313,011	President	\$3,450	<b>\$3,450</b>	2024
<a href="#">Fox Families Care</a>	PA	\$497,906	Executive Dir.	\$54,600	<b>\$54,600</b>	2024
<a href="#">Maranatha Carlisle</a>	PA	\$499,268	President/ce	\$51,783	<b>\$51,783</b>	2024
<a href="#">Welcome Project Pa</a>	PA	\$499,675	Executive Director	\$100,382	<b>\$100,382</b>	2024
<a href="#">Quilts For Kids Inc</a>	PA	\$502,321	Executive Director	\$39,132	<b>\$39,132</b>	2024
<a href="#">Strickland Global Leadership Institute</a>	PA	\$502,790	President & Corporate Secr	\$105,193	<b>\$105,193</b>	2024
<a href="#">Northeast Community Center</a>	PA	\$296,841	Executive Di	\$84,723	<b>\$84,723</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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** 37 organizations. Compensation range \$2,574–\$142,503; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$401,009); for reference, expenses \$333,829 and assets \$222,875.

**ROLE MATCH** Ashley Biden, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	78 <sup>th</sup>
All sources (D + E + F), adjusted	78 <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 (Ashley Biden) 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 37 similarly situated organizations (Same NTEE sector (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,500 is reasonable (approximately the 78<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.