

# Monroe Gospel Womens Mission

Executive Director / CEO

EIN 651234935

WA · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Adriana Branham, Executive Director / CEO** (\$49,365) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

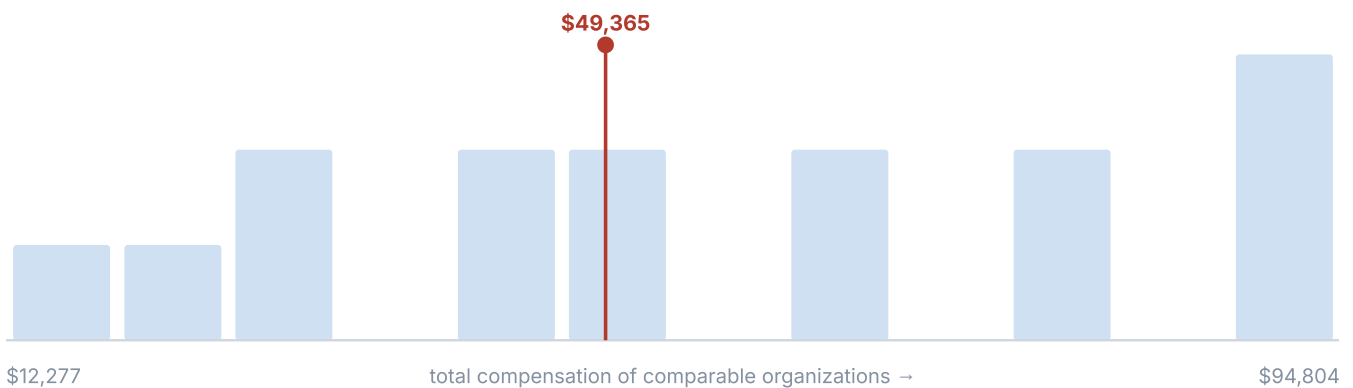
Compensation sits at approximately the **40<sup>th</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$211,732 and \$474,028 — 0.67x to 1.50x the subject's \$316,019 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80) + WA + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$25,594</b>	<b>\$37,130</b>	<b>\$53,321</b>	<b>\$79,927</b>	<b>\$93,697</b>	<b>\$49,365</b>
10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 40TH



## ■ Comparable organizations

P50
P75
P90

\$25,594
\$37,130
\$53,321
\$79,927
\$93,697

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 WA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Growing Veterans	WA	\$307,655	<b>\$62,564</b>	990
Eileen & Callies Place	WA	\$328,766	<b>\$44,260</b>	990
Soulumination	WA	\$273,712	<b>\$94,804</b>	990
Friendship Adventures	WA	\$358,783	<b>\$25,224</b>	990
Beyond Survival	WA	\$268,091	<b>\$45,110</b>	990
All Aboard Of America 1	WA	\$366,509	<b>\$52,980</b>	990
Pax Learning Center	WA	\$262,225	<b>\$30,000</b>	990
Eastside Friends Of Seniors	WA	\$237,997	<b>\$80,792</b>	990
Yokyworks Foundation	WA	\$227,334	<b>\$12,277</b>	990
Teen Talking Circles	WA	\$213,038	<b>\$92,367</b>	990
The Arc Of Grays Harbor	WA	\$432,013	<b>\$53,321</b>	990
Love Overwhelming	WA	\$446,381	<b>\$64,800</b>	990
Phenomenal She	WA	\$447,261	<b>\$79,062</b>	990
Second Chance Outreach	WA	\$451,205	<b>\$94,583</b>	990
One Life	WA	\$461,467	<b>\$26,150</b>	990

## ■ 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 WA 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 15 organizations. Compensation range \$12,277–\$94,804; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$316,019); for reference, expenses \$254,029 and assets \$589,407.

ROLE MATCH Adriana Branham, reported title "Executive Director", 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	40 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	40 <sup>th</sup>
Reportable pay only (column D), adjusted	40 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Adriana Branham) 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 15 similarly situated organizations (Same NTEE sector (P80) + WA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,365 is reasonable (approximately the 40<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). 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.