

Mount Hope Learning Center

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mary-jeanne Daly, Executive Director / CEO** (\$60,950) against **every comparable organization** that fit the selection criteria — **163** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

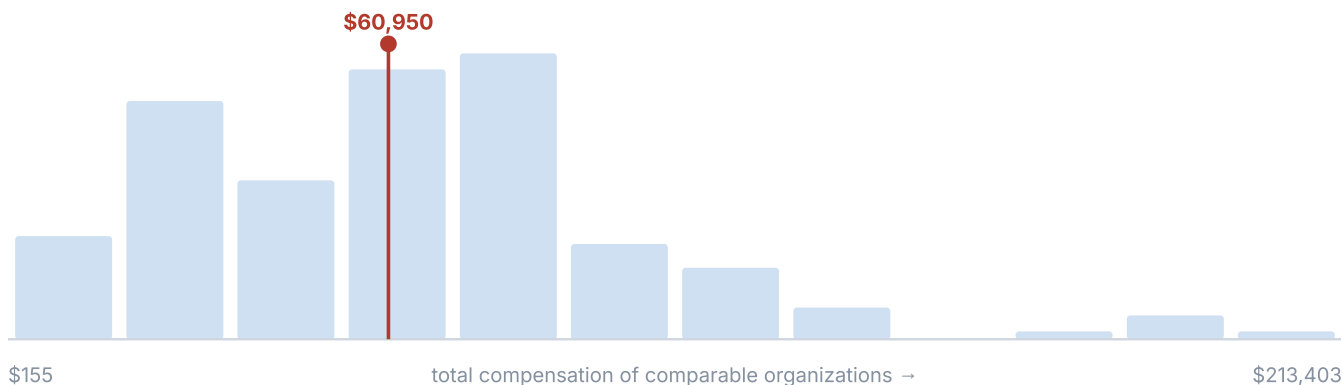
Benchmarked executive: Mary-jeanne Daly — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A25).
BUDGET	Total revenue between \$286,385 and \$641,161 — 0.67x to 1.50x the subject's \$427,441 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A25), nationwide + budget 0.67–1.5x revenue.

163 organizations qualified on sector, size, and geography → **163** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,262	\$34,579	\$63,452	\$84,343	\$107,986	\$60,950
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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 RI 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
Bridgeview School Of Fine Arts Inc	VA	\$426,623	President	\$90,000	\$88,026	2024
Fairfield County Children's Choir Inc	CT	\$429,406	Music Director	\$76,895	\$75,190	2023
Art In Session Inc	FL	\$422,084	President & Executive Director	\$27,736	\$26,393	2024
Texas Alternatives Foundation	TX	\$433,381	Executive Director	\$204,564	\$213,403	2023
Praxis Integrated Fiber Workshop	OH	\$421,119	Executive Director	\$75,779	\$81,302	2024
Arts For All Wisconsin Inc	WI	\$433,993	Executive Dir.	\$108,225	\$114,492	2024
Local Motion Project	VA	\$419,835	Executive Director	\$88,937	\$86,985	2024
Praize Productions Inc Nfp	IL	\$419,296	Board Chair	\$80,638	\$80,305	2024
Sanctuary Art Center	WA	\$419,228	Executive Director	\$104,167	\$97,261	2023
The Atelier At Flowerfield Inc	NY	\$436,837	Trustee	\$23,833	\$21,815	2024
Children's Theatre Workshop Of Toledo	OH	\$437,796	Executive Artistic Director	\$43,350	\$46,509	2024
4youth Productions Inc	DE	\$416,716	Executive Di	\$70,000	\$67,640	2025
The Douglas Anderson School Of The	FL	\$439,664	Director	\$20,000	\$19,594	2023
Artist Outreach Inc	TX	\$440,502	Ceo/director Of Programs	\$186,587	\$189,065	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Womens Art Center Of The Hamptons Inc	NY	\$440,657	Vice President/executive Director	\$120,000	\$109,841	2024
Youth Arts Collective Inc	CA	\$444,083	Director	\$65,000	\$58,535	2023
Hoffman Center	OR	\$409,001	Executive Director	\$75,320	\$72,946	2023
Marion Community School Of The Arts	IN	\$407,220	Executive Di	\$54,400	\$59,828	2023
Materials Exchange Center For Community	OR	\$447,734	Executive Dir.	\$60,999	\$57,382	2024
Dorchester Center For The Arts Inc	MD	\$406,347	Executive Di	\$67,150	\$61,953	2025
True Skool Inc	WI	\$406,107	Co-executive Director	\$82,600	\$87,383	2024
Tropicalfete Inc	NY	\$402,617	President	\$2,000	\$1,885	2023
River Arts Of Morrisville Inc	VT	\$402,100	Executive Dir.	\$64,033	\$65,286	2024
Truartspeaks	MN	\$401,882	Executive Director	\$86,035	\$88,658	2023
Toshiko Takaezu Foundation Inc	NJ	\$401,851	Executive Director	\$6,912	\$6,252	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 **163** organizations. Compensation range \$155–\$213,403; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$427,441); for reference, expenses \$326,128 and assets \$533,014.
ROLE MATCH	Mary-jeanne Daly, reported title " <i>Executive Director</i> ", 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	5 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	46 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	40 th
All sources (D + E + F), adjusted	44 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 (Mary-jeanne Daly) 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 163 similarly situated organizations (Same NTEE sector (A25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,950 is reasonable (approximately the 46th 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.