

Maureens Haven Inc

Executive Director / CEO

EIN 113392151

NY · NTEE S50Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Daniel O'shea, Executive Director / CEO** (\$78,036) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Daniel O'shea — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S50Z).

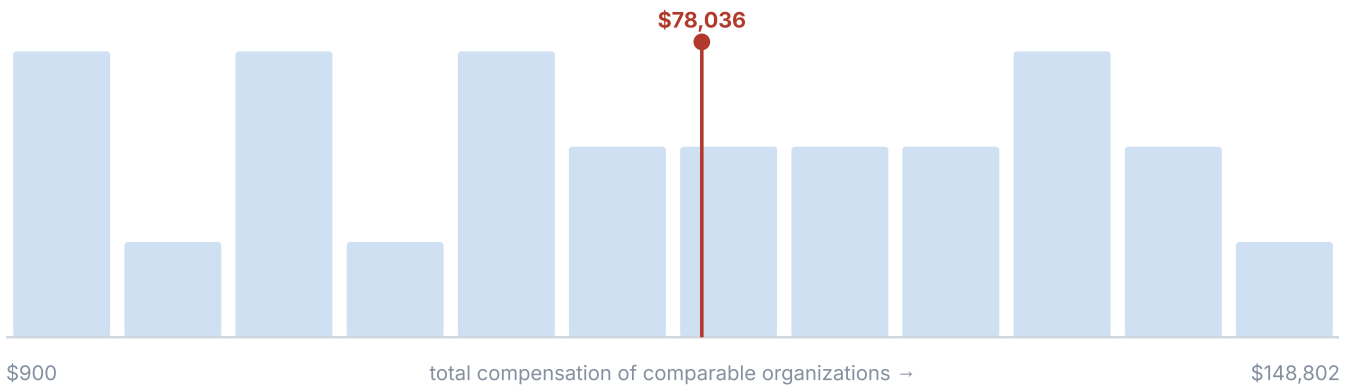
BUDGET Total revenue between \$288,004 and \$644,785 — 0.67x to 1.50x the subject's \$429,857 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S50), nationwide + budget 0.67–1.5x revenue.

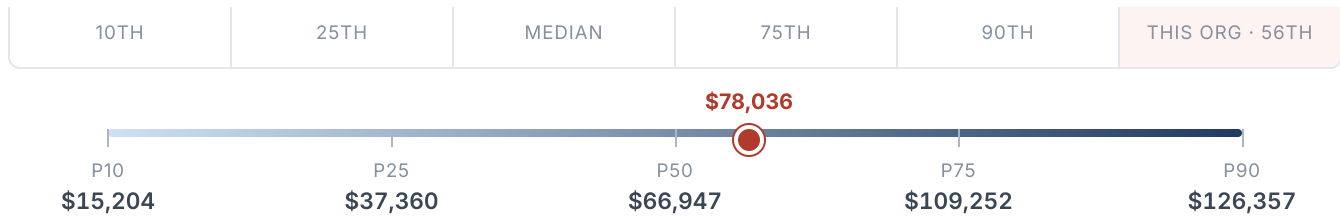
25 organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,204	\$37,360	\$66,947	\$109,252	\$126,357	\$78,036
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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 NY 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
Advancing The Seed Inc	CA	\$418,755	President/ceo	\$60,738	\$58,041	2024
Fairness & Accuracy In Reporting Inc	NY	\$441,885	Member	\$900	\$900	2024
District 742 Local Education Activities	MN	\$404,292	Executive Director	\$33,186	\$37,360	2023
Mediation Center Of Dutchess	NY	\$457,656	Executive Di	\$84,460	\$84,460	2024
Indian Country Grassroots Support	NM	\$395,484	Executive Di	\$104,264	\$124,102	2024
Peoplecare Center For Nonprofits Inc	NJ	\$383,668	Executive Director	\$65,838	\$65,052	2024
Ozaukee Nonprofit Center Inc	WI	\$483,037	Executive Director	\$76,000	\$87,837	2024
Riverwise Inc	PA	\$495,150	Executive Director	\$58,923	\$66,947	2023
latse General Office Building Corp	NY	\$500,000	Director	\$132,051	\$132,051	2024
Community Resource Connections Inc	MN	\$513,960	Exec Directo	\$70,601	\$77,202	2024
Community Conscience	CA	\$337,609	Executive Di	\$56,608	\$54,094	2024
Wls Building Company	MN	\$315,484	School Director	\$10,128	\$11,402	2023
Northern Illinois Center For Nonprofit Excellence	IL	\$544,659	Ceo	\$90,015	\$95,409	2025
Leadership Council For Nonprofits	OH	\$313,975	Executive Director	\$100,000	\$120,674	2023
Sdc Services Corp	CO	\$307,574	President Secretary	\$102,957	\$109,252	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Natural High	CA	\$300,687	Executive Director	\$155,717	\$148,802	2024
Next Step Storm Inc	IN	\$300,151	Construction Sp	\$52,200	\$60,919	2024
Meliora Partners Inc	IA	\$296,891	Executive Director	\$24,000	\$31,168	2022
Central Florida Realty Investors	FL	\$289,984	Executive Director	\$122,988	\$127,860	2024
Matter Of Trust	CA	\$597,169	Board Member	\$6,392	\$6,108	2024
Greater Ny Foundation	NY	\$602,500	Executive Director	\$98,175	\$101,075	2023
Nonprofit Association Of Westchester	NY	\$625,289	Executive Director	\$111,241	\$114,527	2023
Equity Works Inc	CA	\$632,391	President & Ceo, Board Chair	\$21,878	\$20,907	2024
Nonprofit Financial Commons	MN	\$635,827	Executive Director	\$41,293	\$45,154	2024
Good Causes Inc	NY	\$639,591	Executive Di	\$26,661	\$26,661	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	25 organizations. Compensation range \$900–\$148,802; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$429,857); for reference, expenses \$512,405 and assets \$439,073.
ROLE MATCH	Daniel O'shea, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	56 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	64 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 (Daniel O'shea) 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 25 similarly situated organizations (Same NTEE sector (S50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,036 is reasonable (approximately the 56th 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.