

# Care Net Pregnancy Resource Center Of Neosho Incorporated

Executive Director / CEO

EIN 263880313  
 MO · NTEE P45  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Margaret Nollsch, Executive Director / CEO** (\$33,600) against **every comparable organization** that fit the selection criteria — **1311** 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:** Margaret Nollsch — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P45).
BUDGET	Total revenue between \$97,468 and \$218,214 — 0.67x to 1.50x the subject's \$145,476 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**1,311** organizations qualified on sector, size, and geography → **1,311** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$8,451</b> 10TH	<b>\$18,053</b> 25TH	<b>\$34,115</b> MEDIAN	<b>\$53,397</b> 75TH	<b>\$72,417</b> 90TH	<b>\$33,600</b> THIS ORG · 50TH
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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 MO 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="#">Christian Ministries Of H'burg Inc</a>	IN	\$145,438	Executive Director	\$25,000	<b>\$25,626</b>	2023
<a href="#">Tanager Place Endowment Foundation</a>	IA	\$145,595	Assistant Treasurer	\$33,888	<b>\$36,068</b>	2023
<a href="#">Stillwater Ranch Inc</a>	CO	\$145,667	Executive Dir.	\$52,203	<b>\$47,261</b>	2024
<a href="#">Chinese Health And Wellness Center Inc</a>	AZ	\$145,669	Program Coordinator	\$29,522	<b>\$27,598</b>	2023
<a href="#">Vermont Interfaith Action Inc</a>	VT	\$145,233	Executive Di	\$74,353	<b>\$72,745</b>	2023
<a href="#">Deliver Me Senior Support Services</a>	MS	\$145,734	Executive Director	\$34,935	<b>\$36,736</b>	2024
<a href="#">Mama Hope Inc</a>	NY	\$145,212	Secretary	\$18,100	<b>\$15,442</b>	2024
<a href="#">Bontempo Inc</a>	MA	\$145,059	Executive Director	\$19,712	<b>\$16,724</b>	2024
<a href="#">The Lgbtq Center Inc</a>	IN	\$145,929	Executive Director	\$39,000	<b>\$38,831</b>	2024
<a href="#">Associated Catholic Charities</a>	NY	\$146,074	Executive Director As Of 06/2024	\$36,715	<b>\$31,324</b>	2024
<a href="#">The Will To Live Foundation Inc</a>	GA	\$146,104	Treas/secretary	\$13,500	<b>\$12,816</b>	2024
<a href="#">Accord Inc</a>	CO	\$144,800	Ex Officio Director	\$30,000	<b>\$27,962</b>	2023
<a href="#">Aspire Health Partners Foundation Inc</a>	FL	\$144,750	President/ceo	\$37,346	<b>\$34,103</b>	2023
<a href="#">Jt Townsend Foundation Inc</a>	FL	\$146,211	Executive Di	\$29,500	<b>\$26,165</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Repurposed Blooms</a>	AL	\$144,736	Program Director	\$32,543	<b>\$34,174</b>	2023
<a href="#">Thrive 360 Ministries Inc</a>	FL	\$146,224	President	\$75,324	<b>\$66,809</b>	2024
<a href="#">Winter Place Inc</a>	MD	\$146,244	President	\$20,272	<b>\$18,423</b>	2023
<a href="#">The Estancia Foundation</a>	AZ	\$144,688	Secretary/treasurer	\$35,787	<b>\$32,495</b>	2024
<a href="#">The John D Thompson Institute For</a>	CT	\$146,306	Ceo	\$1,000	<b>\$885</b>	2024
<a href="#">Hale Meekins Residence Inc</a>	MA	\$144,639	President & Ceo	\$14,178	<b>\$12,385</b>	2023
<a href="#">Legacy Minded Men</a>	FL	\$146,361	Executive Director	\$90,000	<b>\$82,184</b>	2023
<a href="#">Universal Aid For Children Inc</a>	FL	\$144,444	Executive Dir.	\$40,000	<b>\$35,478</b>	2024
<a href="#">Lifeline Outreach International Ministry</a>	AK	\$146,671	President	\$48,010	<b>\$43,336</b>	2024
<a href="#">Belknap Child Development Center</a>	MI	\$146,708	Treasurer	\$55,994	<b>\$54,567</b>	2024
<a href="#">Sacramento Kindness Campaign I</a>	CA	\$144,166	Ceo	\$20,539	<b>\$16,745</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 1311 organizations. Compensation range \$106–\$361,323; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$145,476); for reference, expenses \$129,276 and assets \$472,406.
ROLE MATCH	Margaret Nollsch, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	237 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	32 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)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	37 <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 (Margaret Nollsch) 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 1311 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,600 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].

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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.