

The Molly Ann Tango Memorial Foundation Inc

Executive Director / CEO

EIN 432040949

CT · NTEE P20

FY ending 2023-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Maureen Scalzo, Executive Director / CEO** (\$2,080) against **every comparable organization** that fit the selection criteria — **128** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Maureen Scalzo — reported title "Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

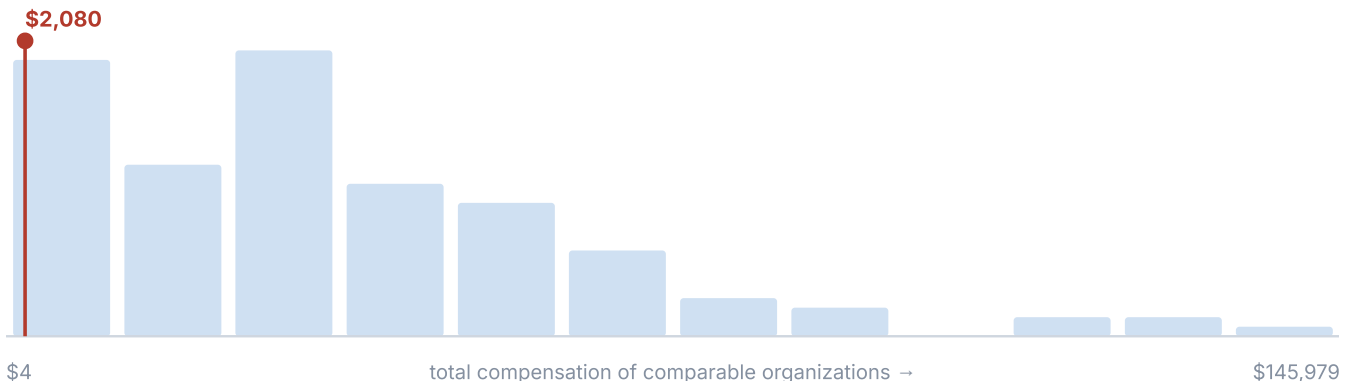
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$50,828 and \$113,794 — 0.67x to 1.50x the subject's \$75,863 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

128 organizations qualified on sector, size, and geography → **128** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,241 10TH	\$16,354 25TH	\$30,950 MEDIAN	\$52,894 75TH	\$70,868 90TH	\$2,080 THIS ORG · 4TH
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\$2,080



■ 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 CT 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
Translational Testing And Training	GA	\$75,497	Interim Ceo	\$49,325	\$50,054	2025
Freedom Sailing Camp Of Fl Inc	FL	\$75,281	Vice President	\$4,749	\$4,622	2024
Grace To Glory Discipleship Ministries Inc	SC	\$76,496	Assistant Director	\$37,000	\$41,168	2023
Greater Portland Economic Development	OR	\$75,085	Executive Director	\$36,591	\$36,242	2023
Stewartstown Area Senior Citizens Center Inc	PA	\$75,068	Director	\$34,580	\$35,724	2024
Community Connection Of Sauk Centre	MN	\$76,676	President	\$9,240	\$9,458	2024
Academic Technology And Wellness Academy	SC	\$76,695	Executive Director	\$29,500	\$31,882	2024
Tampa Bay Economic Prosperity Foundation	FL	\$75,000	President/ceo	\$59,083	\$57,499	2024
Christian Outreach Training And Research Institute	CA	\$74,798	President/director	\$300	\$268	2024
Family Promise Of Southwestern	PA	\$74,481	Executive Di	\$58,396	\$62,109	2023
Agua Es Vida	SC	\$73,901	Ceo	\$17,700	\$19,694	2023
Mulberry Place Inc	AR	\$78,254	Executive Director	\$21,642	\$25,945	2023
Children Requiring A Caring Community	NC	\$73,080	Executive Direc	\$59,800	\$65,901	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Iglesia Camino Verdad Y Vida	NY	\$78,852	President	\$9,353	\$8,756	2024
International Mission Center	MO	\$72,854	President	\$51,000	\$54,516	2025
Hermosa Beach Kiwanis Foundation	CA	\$72,205	Director	\$6,000	\$5,367	2024
Recovery Cafe Columbus	IN	\$79,639	Executive Director	\$12,003	\$13,500	2023
Doylestown Business And Community Alliance	PA	\$80,143	Office Manager	\$20,916	\$21,608	2024
Waymakers Center	TN	\$80,299	President And Treasurer	\$22,500	\$25,224	2023
Shelter Resources Inc	LA	\$80,584	Exective Director	\$98,572	\$112,442	2024
Sequel Inc	SD	\$71,064	Executive Di	\$80,841	\$92,426	2024
Latinos For Leadership Excellence	CA	\$81,059	Founder & Board Chair	\$99,013	\$91,187	2023
Love The Child	TX	\$70,410	President	\$6,500	\$7,218	2022
Drake Community Development Inc	NC	\$70,334	President	\$22,305	\$23,875	2024
Adams Quest	PA	\$81,977	Director	\$52,631	\$54,372	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 **128** organizations. Compensation range \$4–\$145,979; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$75,863); for reference, expenses \$90,496 and assets \$137,285.
ROLE MATCH	Maureen Scalzo, reported title " <i>Secretary</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	24 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	3 rd

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 (Maureen Scalzo) 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 13, 2026, comparing compensation against 128 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,080 is reasonable (approximately the 4th 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 13, 2026.