

Fund A Mom Inc

Executive Director / CEO

EIN 454389547

NY · NTEE G81

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lesley Blake Sebastian, Executive Director / CEO** (\$38,368) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Lesley Blake Sebastian — 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 (G81).

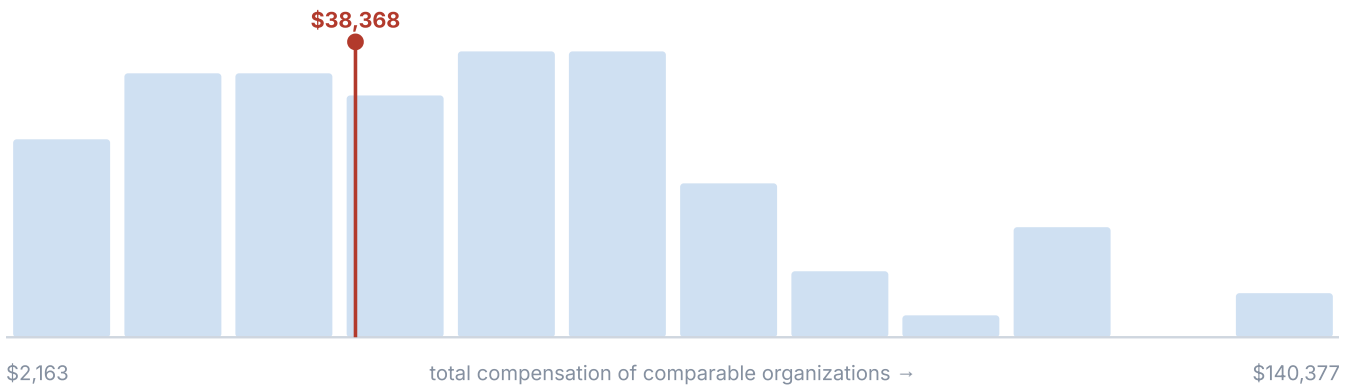
BUDGET Total revenue between \$79,773 and \$178,597 — 0.67x to 1.50x the subject's \$119,065 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

88 organizations qualified on sector, size, and geography

→ **88** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,407	\$27,195	\$47,906	\$67,549	\$88,190	\$38,368
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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
Snis Foundation	VA	\$117,124	Executive Director Snis	\$22,155	\$23,673	2024
Louisiana Health Information	LA	\$116,893	Ceo	\$34,500	\$40,957	2025
Greater Detroit Agency For The Blind And	MI	\$121,510	Executive Director	\$103,000	\$114,619	2025
Ryan Mcelroy Childrens Cancer	NY	\$121,548	Executive Di	\$20,000	\$20,000	2024
Macular Degeneration Foundation Inc	NV	\$116,476	President Ceo	\$62,000	\$70,806	2023
Early Alzheimers Foundation Inc	NY	\$116,073	President	\$78,144	\$80,452	2023
Autism Opened Door Project	TN	\$115,307	Secretary	\$44,049	\$51,240	2024
Epilepsy Services Foundation Inc	FL	\$122,900	Executive Director	\$59,213	\$61,559	2024
My Xxy	AZ	\$114,604	Ceo	\$32,000	\$34,057	2024
Iowa Radio Reading Information Service	IA	\$114,004	Executive Director	\$55,470	\$67,214	2024
Field Neurosciences Institute	MO	\$113,997	Ex-officio/regional President & Ceo	\$55,181	\$66,589	2023
The Airway Revolution	NY	\$113,534	Executive Di	\$60,000	\$60,000	2024
Global Aging Institute	VA	\$113,500	President & Treasurer	\$103,000	\$110,058	2024
Prep4gold	VA	\$113,127	Executive Director	\$63,093	\$67,416	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Landon Pediatric Foundation	CA	\$112,813	Ceo	\$81,000	\$79,690	2023
Be A Tiger Foundation	NJ	\$125,481	Director	\$12,000	\$12,207	2023
University Clinical Neurologists Inc	IN	\$112,636	Board Member	\$1,800	\$2,163	2023
Breast Cancer Aid & Research Institute	AZ	\$125,675	President	\$4,593	\$4,888	2024
Carroll County Memorial Hospital	MO	\$111,566	President/ceo - Ccmh	\$30,331	\$36,602	2023
Starlight Therapeutic Riding Center Inc	TX	\$127,182	Executive Director	\$56,683	\$62,748	2024
South Carolina Ovarian Cancer Foundation	SC	\$110,142	Executive Director	\$41,174	\$48,940	2023
Multiple Sclerosis Society Of Colorado	CO	\$128,133	President	\$42,000	\$45,885	2023
Oklahaven Childrens Chiropractic Ce	OK	\$128,347	President And Chiropractor	\$70,000	\$87,820	2023
Shattuck Partners Inc	MA	\$109,761	Executive Director	\$35,949	\$36,806	2023
American Council Of The Blind	OH	\$109,566	Executive Di	\$43,000	\$50,401	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	88 organizations. Compensation range \$2,163–\$140,377; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$119,065); for reference, expenses \$125,175 and assets \$20,047.
ROLE MATCH	Lesley Blake Sebastian, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	41 st
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	38 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 (Lesley Blake Sebastian) 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 88 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,368 is reasonable (approximately the 41st 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.