

# House Of Champions

Executive Director / CEO

EIN 462613015

OH · NTEE B99

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sister Mary Kay Conkey Osu, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

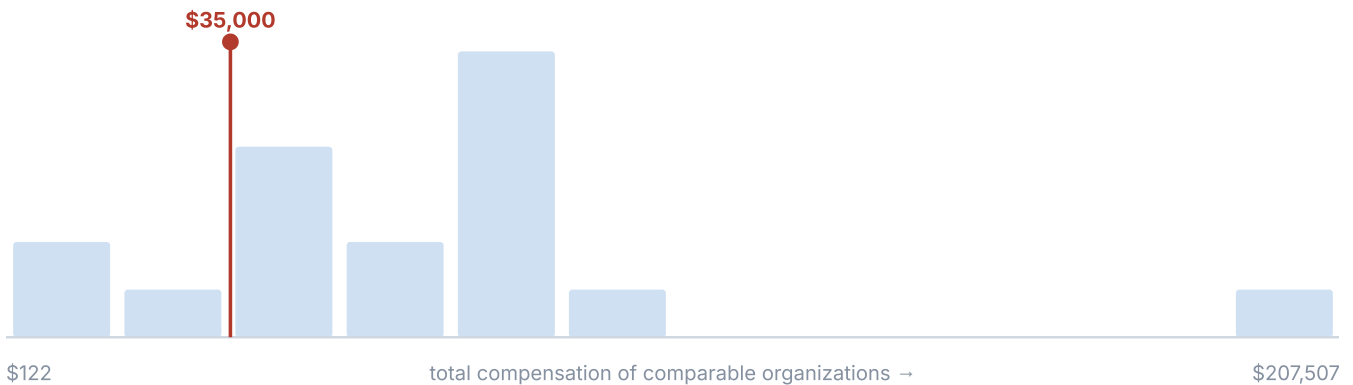
**Benchmarked executive:** Sister Mary Kay Conkey Osu — reported title “President and Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$291,289 and \$652,140 — 0.67x to 1.50x the subject's \$434,760 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99) + OH + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,192	\$43,111	\$58,841	\$73,289	\$85,382	\$35,000
----------	----------	----------	----------	----------	----------



## ■ 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 OH 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="#">American Association Of Bovine</a>	OH	\$466,561	Executive Di	\$50,248	<b>\$53,101</b>	2023
<a href="#">Stark Education Partnership Inc</a>	OH	\$395,046	President	\$196,358	<b>\$207,507</b>	2023
<a href="#">Partners In Education Of Toledo</a>	OH	\$493,212	Executive Dir.	\$84,408	<b>\$86,641</b>	2024
<a href="#">The Musical Theater Project Inc</a>	OH	\$495,700	Managing Director	\$65,877	<b>\$69,617</b>	2023
<a href="#">Sylvan Robotics</a>	OH	\$368,756	Executive Dir.	\$119	<b>\$122</b>	2024
<a href="#">North Korea Human Rights Watch</a>	OH	\$365,913	Program Dire	\$80,000	<b>\$84,542</b>	2023
<a href="#">Lily Creek Farms</a>	OH	\$365,276	Executive Director	\$42,000	<b>\$43,111</b>	2024
<a href="#">Summer On The Cuyahoga</a>	OH	\$364,717	Executive Di	\$70,350	<b>\$72,211</b>	2024
<a href="#">Ohio Association For College</a>	OH	\$361,788	Executive Ad	\$32,657	<b>\$33,521</b>	2024
<a href="#">Natural Stone Foundation</a>	OH	\$355,833	Executive Director	\$35,233	<b>\$37,233</b>	2023
<a href="#">Aspire P16 Collaborative</a>	OH	\$343,845	Executive Di	\$47,250	<b>\$49,933</b>	2023
<a href="#">Craftsmen Recreation Club Inc</a>	OH	\$308,238	Manager	\$55,680	<b>\$58,841</b>	2023
<a href="#">Cincinnati Interfaith Workers Cente</a>	OH	\$302,833	Executive Di	\$75,561	<b>\$77,560</b>	2024
<a href="#">Womens Center For Economic Opportunity</a>	OH	\$291,671	Ceo	\$44,250	<b>\$46,762</b>	2023
<a href="#">School Board School</a>	OH	\$591,097	Executive Director	\$71,400	<b>\$73,289</b>	2024
<a href="#">Boilermakers Local No 85 Joint</a>	OH	\$603,661	Alt Trustee	\$5,065	<b>\$5,199</b>	2024
<a href="#">Literary Cleveland</a>	OH	\$615,000	Executive Dir.	\$70,160	<b>\$72,016</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2025 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 OH 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	17 organizations. Compensation range \$122–\$207,507; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$434,760); for reference, expenses \$675,090 and assets \$544,898. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Sister Mary Kay Conkey Osu, reported title " <i>President and Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	18 <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 (Sister Mary Kay Conkey Osu) 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 17 similarly situated organizations (Same NTEE sector (B99) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 18<sup>th</sup> 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.