

Mariposa Child Success Programs Inc

Executive Director / CEO

EIN 522329656

MD · NTEE P40

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Anne Townsend Ma Phd, Executive Director / CEO** (\$99,996) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

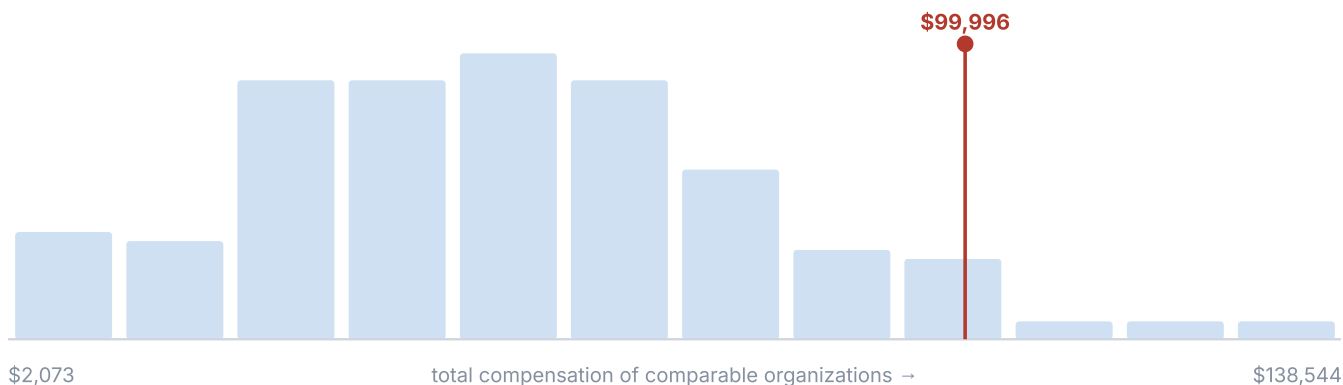
Benchmarked executive: Anne Townsend Ma Phd — reported title "PRESIDENT, CHEIF ACADEMIC", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$196,323 and \$439,530 — 0.67x to 1.50x the subject's \$293,020 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

186 organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,284	\$33,878	\$51,678	\$68,308	\$86,108	\$99,996
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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 MD 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
Pregnancy Support Center Of Carroll	MD	\$293,769	Executive Dir.	\$57,000	\$55,365	2024
Stepping Stone Charlottesville	VA	\$292,252	Exec. Direct	\$29,998	\$30,092	2024
Crossroads Pregnancy Resource Cente	LA	\$294,825	Executive Di	\$71,750	\$82,083	2024
Family Mentor Foundation	OH	\$290,839	Executive Director	\$65,000	\$71,525	2024
Katie Teets Bradshaw Comfort House Inc	VA	\$290,655	Community Coordinator	\$50,000	\$51,639	2023
The Forward Foundation	TX	\$290,161	President	\$128,807	\$133,865	2024
Fiesta Thrift Store Inc	AZ	\$297,085	Store Manager	\$30,000	\$29,975	2024
Southern Sudan Mission Inc	TX	\$297,124	President	\$43,402	\$46,438	2023
Neighborlink Porter County	IN	\$288,351	Executive Dir.	\$38,610	\$42,302	2024
Hustle Mommies	IL	\$287,016	President	\$61,029	\$64,176	2023
Ethaar Inc	GA	\$300,589	Executive Director	\$49,039	\$51,228	2024
Beltway 8 South Crisis Pregnancy	TX	\$284,207	Executive Di	\$56,224	\$58,432	2024
Raregivers Inc	CA	\$284,045	President	\$90,585	\$81,266	2024
Vermont Kin As Parents Inc	VT	\$283,791	Executive Director	\$51,249	\$53,592	2024
Valley Hope Counseling Center	VA	\$282,697	Executive Di	\$73,591	\$76,003	2023
Agape Hands	CA	\$282,113	Executive Dir.	\$54,608	\$48,990	2024
Healing House	WV	\$282,095	President	\$46,550	\$51,014	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alpha Womens Center Of Barry County	MI	\$281,304	Executive Director	\$10,640	\$11,747	2023
Hires Family Resources Inc	WA	\$281,281	Co-administrator	\$64,355	\$59,861	2024
Yes 2 Kollege Educational	CA	\$306,956	President & Ceo	\$14,500	\$13,393	2023
Rockwall Grace Center For Family &	TX	\$278,985	Executive Di	\$100,000	\$106,996	2023
Hope Unexpected	MI	\$308,671	Executive Director	\$49,816	\$54,999	2023
Steps Inc	CT	\$277,276	Director	\$16,800	\$16,365	2024
One Love Community Programs Inc	NC	\$276,774	Director	\$31,200	\$33,493	2024
Texas Grandparents Raising Grandchildren Inc	TX	\$276,570	Executive Director	\$38,000	\$39,492	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 186 organizations. Compensation range \$2,073–\$138,544; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$293,020); for reference, expenses \$256,868 and assets \$116,667.

ROLE MATCH Anne Townsend Ma Phd, reported title "*PRESIDENT, CHEIF ACADEMIC*", 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 3 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	94 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	92 nd

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 (Anne Townsend Ma Phd) 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 186 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$99,996 is reasonable (approximately the 94th 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.