

Mitoaction Inc

Executive Director / CEO

EIN 550899427

MI · NTEE G80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kira Mann, Executive Director / CEO** (\$111,765) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

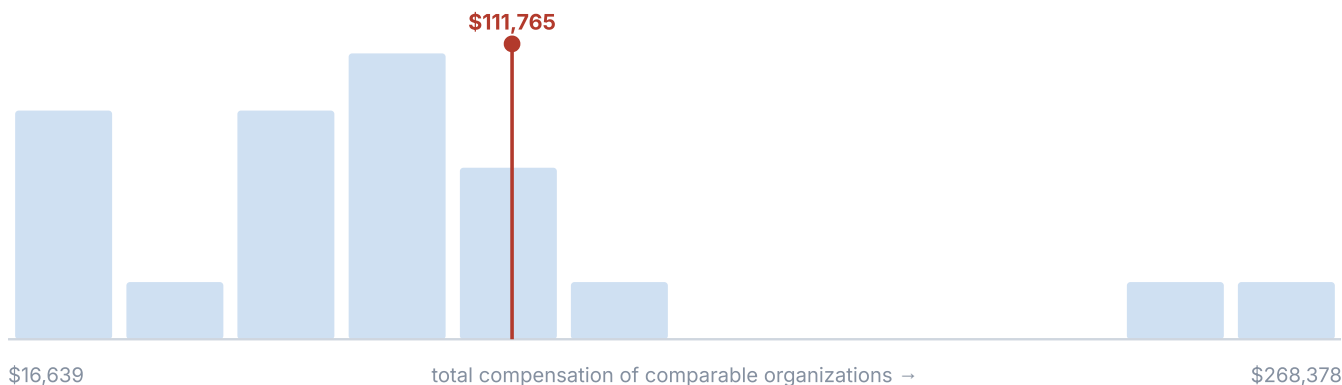
Benchmarked executive: Kira Mann — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G80).
BUDGET	Total revenue between \$279,104 and \$624,861 — 0.67x to 1.50x the subject's \$416,574 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G80), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,535	\$57,659	\$83,955	\$105,732	\$142,537	\$111,765
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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 MI 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
Allo Hope Foundation	AL	\$396,174	Executive Di	\$77,220	\$80,824	2024
Afe Foundation	CA	\$380,821	Executive Dir.	\$91,192	\$76,290	2024
Hypoparathyroidism Association Inc	TX	\$458,001	Executive Director	\$98,019	\$94,994	2024
The Blosser Center For Dyslexia Resources	OR	\$466,169	Former Executive Director	\$24,325	\$21,886	2024
Houses With Hope Inc	NM	\$358,792	President	\$35,346	\$36,832	2024
The Maryland Sickle Cell Disease Ssociation Incorporated	MD	\$481,769	Executive Director	\$18,370	\$16,639	2024
Gorlin Syndrome Alliance	TX	\$489,524	Executive Director	\$92,129	\$89,286	2024
Asociacion Puertorriquena De Hemofilia Inc	PR	\$335,221	Executive Director	\$38,143	\$38,143	2024
African Leaders Malaria Alliance Inc	NY	\$510,310	Executive Secretary	\$277,888	\$243,281	2024
Prevention Access Campaign Inc	NY	\$320,548	Board Member	\$20,385	\$18,373	2023
Sisters' Hope Foundation	PA	\$300,085	President	\$66,412	\$64,164	2024
Hemophilia And Bleeding Disorders Of Alabama Inc	AL	\$297,938	Executive Director	\$84,231	\$90,766	2023
Project Lyme	NY	\$546,084	Executive Director	\$120,000	\$105,056	2024
Fasd Collaborative Project	MI	\$550,366	Executive Director	\$268,378	\$268,378	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fundacion Pediatrica De Diabetes Inc	PR	\$559,976	Executive Director	\$68,250	\$70,266	2023
Ald Connect Inc	MA	\$574,309	Executive Director	\$100,029	\$87,086	2024
Diabetessisters Inc	NC	\$575,961	Chair/ceo	\$71,333	\$73,518	2023
The Ehe Foundation	WI	\$585,109	Exec Dir/dir	\$106,503	\$107,761	2024
Vascular Birthmarks Foundation Inc	NY	\$586,808	President & Ceo	\$125,006	\$109,438	2024
Esophageal Cancer Action Network	MD	\$617,412	President An	\$145,007	\$131,343	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 20 organizations. Compensation range \$16,639–\$268,378; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$416,574); for reference, expenses \$503,315 and assets \$1,040,564.

ROLE MATCH Kira Mann, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	85 th
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	85 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 (Kira Mann) 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 20 similarly situated organizations (Same NTEE sector (G80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$111,765 is reasonable (approximately the 85th 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.