

The More Foundation

Executive Director / CEO

EIN 731373231

OK · NTEE B82J

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scott Ownbey, Executive Director / CEO** (\$71,200) against **every comparable organization** that fit the selection criteria — **218** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

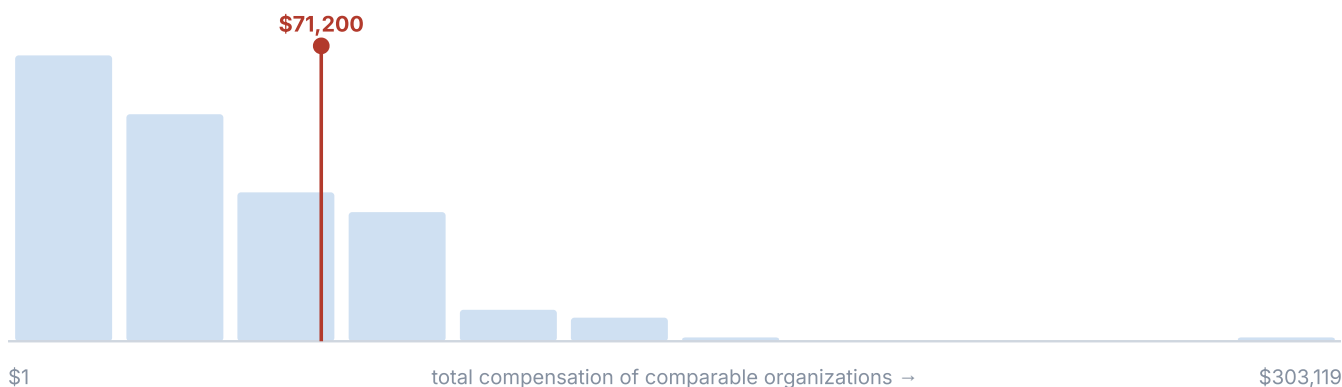
Benchmarked executive: Scott Ownbey — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82J).
BUDGET	Total revenue between \$219,569 and \$491,574 — 0.67x to 1.50x the subject's \$327,716 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

218 organizations qualified on sector, size, and geography → **218** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,443	\$18,779	\$40,295	\$70,006	\$95,396	\$71,200
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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 OK 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
Investments & Wealth Foundation	CO	\$327,522	Iwi Ceo/executive Director	\$135,157	\$117,696	2023
Aami Foundation Inc	VA	\$326,972	Aami Ceo	\$111,508	\$94,972	2024
Police Association Of Virginia	VA	\$326,505	Treasurer	\$3,491	\$3,061	2023
Pennsylvania Restaurant And Lodging	PA	\$325,442	Secretary	\$22,411	\$20,296	2023
College Access Partnership Inc	CA	\$330,136	Dir/secty-treas	\$90,100	\$68,629	2024
Entrepreneurship Award Corp	NY	\$325,210	Executive Director	\$112,598	\$89,751	2024
Able Flight Inc	NC	\$330,657	Executive Director	\$92,000	\$83,853	2024
Life Light Educational Foundation	CA	\$324,418	President	\$20,400	\$15,998	2023
Mesa Public Schools Foundation	AZ	\$332,764	Treas/int Ed	\$36,668	\$31,107	2024
Ranger Pride Education Foundation	OR	\$322,238	Trustee	\$1	\$1	2024
See Ya Later Foundation Inc	OR	\$336,005	Executive Dir.	\$64,896	\$53,160	2024
Chuck Cooper Foundation	PA	\$318,904	President	\$70,700	\$64,029	2023
Miramar College Foundation Inc	CA	\$316,779	College Pres	\$26,256	\$19,999	2024
South Sudanese Enrichment For Families	MA	\$315,794	Executive Director & Presi	\$65,000	\$51,523	2024
Sheboygan Public Education Foundation	WI	\$315,310	Co-executive Director	\$29,696	\$28,165	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sisters Graduate Resource Organization	OR	\$341,327	Program Director	\$17,280	\$14,155	2024
Circle De Luz Inc	NC	\$342,777	Executive Director	\$81,000	\$73,827	2024
Roever Foundation Inc	TX	\$342,987	President/di	\$60,120	\$54,615	2023
Central Valley Scholars	CA	\$312,387	Director	\$36,040	\$27,451	2024
Frank Chapman Memorial Institute Inc	NY	\$312,374	Founder	\$27,500	\$21,920	2024
Rey Feo Scholarship Foundation	TX	\$311,155	Executive Director	\$43,680	\$39,680	2023
Connecticut Association Of Realtors	CT	\$310,981	Ex-officio Member	\$26,686	\$22,723	2023
Florida Transportation Builders	FL	\$309,821	Director	\$92,956	\$79,304	2023
Project Read	UT	\$309,463	Executive Director	\$51,450	\$46,450	2024
Education For Tomorrow Alliance	TX	\$346,227	President	\$116,473	\$102,772	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 **218** organizations. Compensation range \$1–\$303,119; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$327,716); for reference, expenses \$294,474 and assets \$507,720.

ROLE MATCH	Scott Ownbey, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	58 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	76 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	53 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 (Scott Ownbey) 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 218 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,200 is reasonable (approximately the 76th 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.