

Mormon Women For Ethical Government

Executive Director / CEO

EIN **821803803**
 UT · NTEE P20
 FY ending 2024-12-31
June 13, 2026

This analysis benchmarks the total compensation of **Emma Petty Addams Co-, Executive Director / CEO** (\$7,200) against **every comparable organization** that fit the selection criteria — **1046** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Emma Petty Addams Co- — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

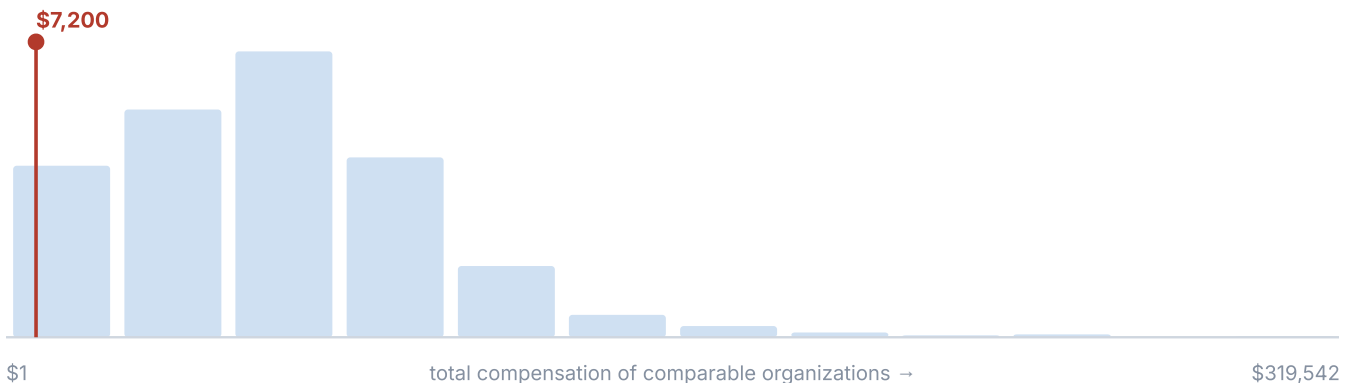
SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$309,384 and \$692,652 — 0.67x to 1.50x the subject's \$461,768 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,046 organizations qualified on sector, size, and geography → **1,046** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,481

\$37,080

\$61,455

\$84,076

\$110,048

\$7,200



■ 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 UT 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
The Children's Table Inc	FL	\$461,709	Vice President	\$59,600	\$54,705	2024
Kathys Place	OR	\$461,846	Executive Director And Secretary	\$49,038	\$45,809	2023
Sisterhouse	IL	\$461,585	Executive Director	\$71,814	\$71,019	2023
Bold Idea Inc	TX	\$462,464	President & Ceo	\$104,121	\$99,141	2025
Avenue Shared Services	NE	\$462,635	President/ceo	\$73,262	\$76,990	2024
Peterson Outdoors Ministries	MO	\$462,743	President	\$64,168	\$66,405	2024
A Little Compassion	CT	\$460,707	Exec Dir. -	\$54,154	\$48,332	2025
Service Never Sleeps	VA	\$460,661	Ceo	\$159,319	\$150,301	2024
Love Inc - Heartland	MN	\$460,269	Executive Di	\$74,119	\$71,558	2024
Broom Homestead Inc	CA	\$460,183	President & Ceo	\$98,000	\$82,682	2024
Abandon Project Inc	NC	\$459,940	Executive Director	\$65,000	\$67,560	2023
Boundless Expectations Inc	MD	\$459,857	Director And President	\$45,000	\$41,106	2024
Alabama Blackbelt Scholars Inc	AL	\$464,056	Executive Director	\$42,331	\$44,683	2024
Washtenaw Care-based Safety	MI	\$464,147	Co-director	\$112,800	\$113,758	2024
Guilford Green Foundation	NC	\$459,128	Executive Di	\$92,131	\$95,759	2023
Heartspace Kids Inc	CO	\$464,476	President And Ceo	\$87,563	\$82,036	2024
Catalyst San Gabriel Valley Incorporated	CA	\$459,052	Ceo	\$50,909	\$44,221	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Learn Foundation Inc	GA	\$458,887	Project Advisor	\$27,596	\$27,912	2023
Bread For Life Community Food Pantry Inc	VA	\$464,706	Executive Director	\$15,000	\$14,151	2024
Bethany Community Ministries	PA	\$458,595	Executive Di	\$50,000	\$48,718	2024
Family And Children's Center	IN	\$464,973	Dir- Operati	\$1,718	\$1,770	2024
Chevra Usa	CO	\$465,272	Executive Director	\$97,783	\$94,317	2023
Catholic Worker Hospitality House	CA	\$465,519	Director, Board Member	\$52,530	\$44,319	2024
Farmers Ending Hunger	OR	\$458,002	Executive Director	\$43,992	\$39,916	2024
Trauma & Resilience Initiative Inc	IL	\$457,924	Executive Dir.	\$86,718	\$81,152	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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	1046 organizations. Compensation range \$1–\$319,542; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$461,768); for reference, expenses \$300,376 and assets \$244,007.
ROLE MATCH	Emma Petty Addams Co-, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 27 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	60 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 (Emma Petty Addams Co-) 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 13, 2026, comparing compensation against 1046 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,200 is reasonable (approximately the 4th 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 13, 2026.