

Sow Good Now

Executive Director / CEO

This analysis benchmarks the total compensation of **Mary Fischer-nassib Cap, Executive Director / CEO** (\$62,300) against **every comparable organization** that fit the selection criteria — **699** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Mary Fischer-nassib Cap — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

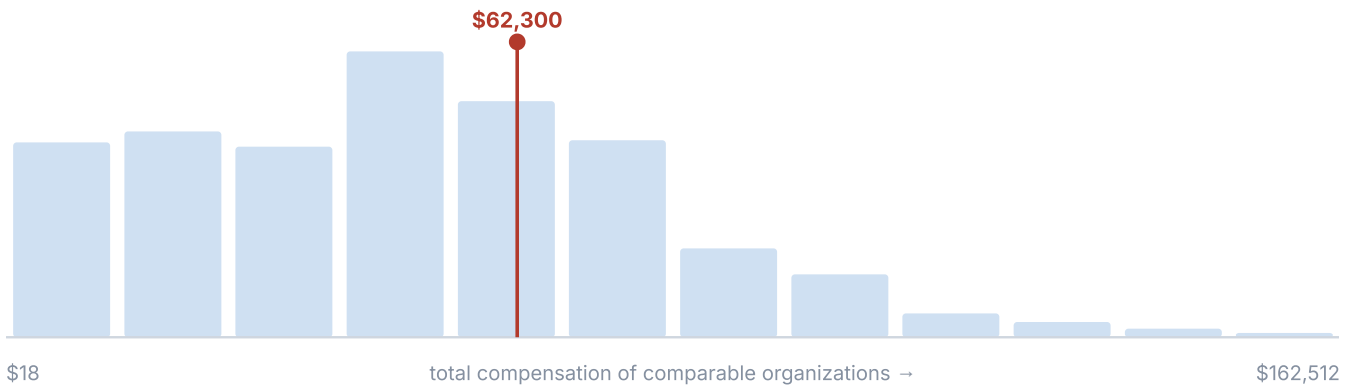
SECTOR Organizations sharing the subject's NTEE classification (O54).

BUDGET Total revenue between \$150,065 and \$335,968 — 0.67x to 1.50x the subject's \$223,979 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

699 organizations qualified on sector, size, and geography → **699** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|----------|----------|
| \$10,640 | \$25,853 | \$49,108 | \$68,664 | \$88,950 | \$62,300 |
|----------|----------|----------|----------|----------|----------|



● 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 PA 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 |
|---|-------|-----------|--------------------------------|-----------------|-----------------|------|
| Partnerships For Permanence | MN | \$224,015 | Founder And Ceo | \$74,309 | \$75,804 | 2023 |
| Wesley Foundation At The University Of Washington | WA | \$223,768 | Executive Director | \$99,011 | \$88,891 | 2024 |
| Pilgrim Hills Mentoring | OH | \$223,750 | Administrator | \$38,734 | \$42,354 | 2023 |
| Bridge Builders Leadership Initiative | MS | \$224,331 | Director Of Program | \$67,082 | \$72,989 | 2025 |
| Hope Afield | AL | \$224,444 | Ceo | \$37,500 | \$40,625 | 2024 |
| Girls On The Run Riverside | CA | \$224,544 | Executive Director | \$65,068 | \$54,890 | 2025 |
| Thunderbird Football Club | AZ | \$224,691 | President | \$37,950 | \$37,680 | 2023 |
| Ruff Wilson Youth Organization Inc | AL | \$222,606 | Executive Director | \$46,930 | \$50,841 | 2024 |
| Mosaic Mentoring Of North Alabama Inc | AL | \$222,541 | Ceo | \$49,900 | \$55,655 | 2023 |
| Love Grow Live Center Inc | OK | \$222,393 | Founder And Executive Director | \$6,934 | \$8,205 | 2022 |
| Restorative Resources | CA | \$222,393 | Executive Dir. | \$46,600 | \$40,351 | 2024 |
| Valley Youth Network | PA | \$222,234 | Executive Director | \$94,401 | \$94,401 | 2024 |
| Andy Zanca Youth Empowerment Program | CO | \$225,892 | Executive Dir. | \$52,052 | \$50,050 | 2024 |
| East Michigan Youth For Christ | MI | \$225,951 | Executive Dir | \$73,500 | \$76,075 | 2024 |
| Mahogany Youth Corporation | FL | \$226,016 | Director | \$32,434 | \$32,746 | 2022 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|-----------|------------------------------|-----------------|------------------|------|
| Confikids Inc | MA | \$221,858 | Executive Director | \$27,500 | \$25,512 | 2023 |
| Acadia 4-h Foundation Inc | LA | \$226,136 | Ad Hoc Member | \$2,400 | \$2,582 | 2025 |
| Mentor For Change | CA | \$221,819 | Executive Di | \$25,523 | \$22,753 | 2023 |
| Women Of The Dream Inc | NJ | \$221,744 | Founder/ceo | \$34,634 | \$31,924 | 2023 |
| Academy Project | CA | \$221,677 | Exeuctive Director/president | \$24,709 | \$21,395 | 2024 |
| Yellow Crawfish Learning Center | LA | \$221,614 | President | \$22,221 | \$24,536 | 2024 |
| Wonder Woods Nfp | IL | \$226,438 | Executive Director | \$52,678 | \$53,466 | 2023 |
| Popup Tennis Kids Inc | NY | \$220,966 | President | \$124,437 | \$112,757 | 2024 |
| Miracle League Of Connecticut Inc | CT | \$227,040 | Executive Director | \$73,275 | \$68,894 | 2024 |
| Ymca Woodson Park Qalich Inc | GA | \$220,494 | Chief Executive Officer | \$36,068 | \$37,440 | 2023 |

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 699 organizations. Compensation range \$18–\$162,512; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$223,979); for reference, expenses \$191,466 and assets \$176,582.

ROLE MATCH Mary Fischer-nassib Cap, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

| | |
|-----------------|--|
| RELATED-ORG PAY | 20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 6 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 | 67 th |
| Total compensation (D + F), as reported (no adjustments) | 67 th |
| Reportable pay only (column D), adjusted | 69 th |
| All sources (D + E + F), adjusted | 64 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 (Mary Fischer-nassib Cap) 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 699 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,300 is reasonable (approximately the 67th 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.