

# Mommies Matter

Executive Director / CEO

EIN 831652020  
OH · NTEE P42  
FY ending 2023-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Monica Flynn, Executive Director / CEO** (\$52,000) against the **2000** closest of **3,522** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 61<sup>st</sup> percentile of comparable organizations**

within the typical range

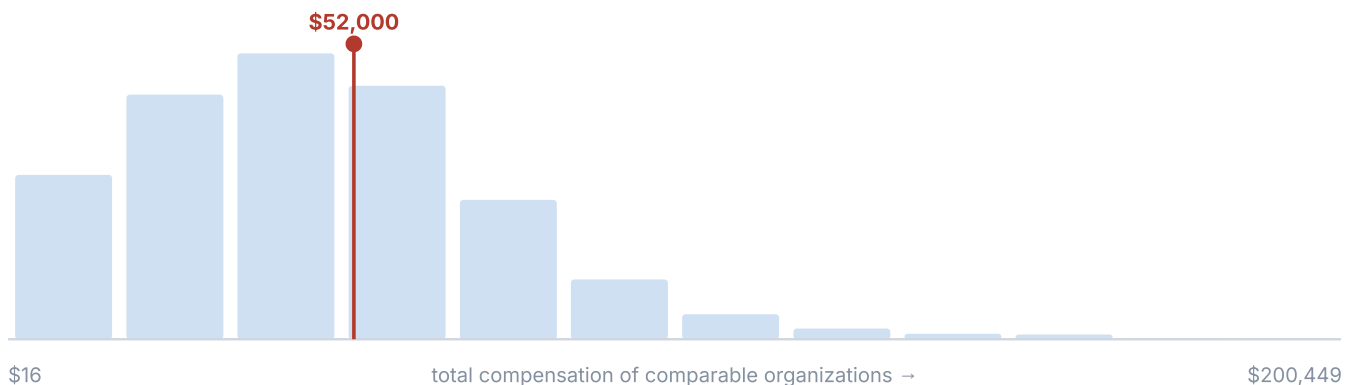
**Benchmarked executive:** Monica Flynn — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

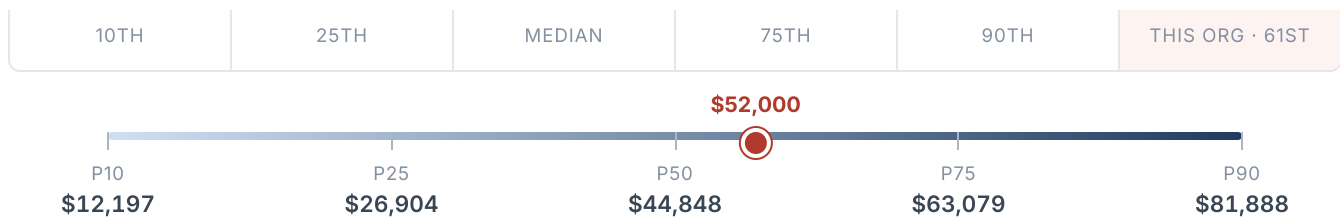
SECTOR	Organizations sharing the subject's NTEE classification (P42).
BUDGET	Total revenue between \$192,886 and \$431,835 — 0.67x to 1.50x the subject's \$287,890 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,522** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$12,197	\$26,904	\$44,848	\$63,079	\$81,888	\$52,000
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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 OH 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
<a href="#">Montrose Grace Place</a>	TX	\$287,895	Executive Director	\$18	<b>\$16</b>	2024
<a href="#">Sacred Spaces Of Care</a>	IL	\$287,859	Executive Director	\$111,320	<b>\$100,364</b>	2024
<a href="#">The Father's Ranch Ministries</a>	WA	\$287,937	President Exec Dir	\$55,116	<b>\$46,590</b>	2023
<a href="#">A Seat At The Table</a>	MO	\$287,838	Executive Director/board Director	\$44,792	<b>\$43,507</b>	2024
<a href="#">Bread Of Life Ministries Of Minnesota</a>	MN	\$287,826	President/treas	\$14,800	<b>\$13,411</b>	2024
<a href="#">San Francisco Students Back On Track</a>	CA	\$287,822	Director	\$96,000	<b>\$76,021</b>	2024
<a href="#">Us Vet Corps Resources</a>	SC	\$287,767	President	\$30,375	<b>\$29,919</b>	2023
<a href="#">Reveal Resource Center</a>	TX	\$288,015	Executive Di	\$35,000	<b>\$31,280</b>	2025
<a href="#">The Age Friendly Foundation Inc</a>	MA	\$287,753	Treasurer/clerk	\$675	<b>\$557</b>	2024
<a href="#">Girls On The Run Of Nebraska</a>	NE	\$288,086	Executive Di	\$91,787	<b>\$88,201</b>	2025
<a href="#">Voices Of The Forgotten Foundation Inc</a>	CA	\$287,659	President	\$33,435	<b>\$26,477</b>	2024
<a href="#">Progressive Maryland Inc</a>	MD	\$287,634	Executive Director	\$111,625	<b>\$98,531</b>	2023
<a href="#">Ste Genevieve Area Center For Life</a>	MO	\$288,158	Executive Di	\$53,321	<b>\$53,321</b>	2023
<a href="#">One Voice One Community</a>	PA	\$288,166	Vice Preside	\$35,000	<b>\$32,954</b>	2023
<a href="#">Village To Village</a>	VA	\$287,606	Executive Di	\$37,991	<b>\$33,640</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Opening Doors For Women In Need</a>	TX	\$288,267	Executive Director- ceo	\$44,160	<b>\$41,707</b>	2023
<a href="#">Helping Hands In Motion Inc</a>	FL	\$288,325	Director	\$38,154	<b>\$32,870</b>	2024
<a href="#">Neighborlink Porter County</a>	IN	\$288,351	Executive Dir.	\$38,610	<b>\$37,339</b>	2024
<a href="#">Native American Indian Center Of Central Ohio Inc</a>	OH	\$288,360	Executive Director	\$40,000	<b>\$38,852</b>	2024
<a href="#">Open Arms Native Missions</a>	MN	\$288,373	Ex Director	\$28,131	<b>\$25,491</b>	2024
<a href="#">Home Of Joseph Foundation</a>	TX	\$288,408	Director	\$24,450	<b>\$22,430</b>	2024
<a href="#">Heppner Day Care Inc</a>	OR	\$287,357	Executive Dir.	\$69,800	<b>\$59,444</b>	2024
<a href="#">Family Promise Of Mid Michigan</a>	MI	\$288,472	Executive Director	\$56,160	<b>\$54,729</b>	2023
<a href="#">East Bay Foundation On Aging</a>	CA	\$287,286	Treasurer	\$43,886	<b>\$35,779</b>	2023
<a href="#">Centro Tepeyac Inc</a>	MD	\$288,520	Former Director	\$31,500	<b>\$27,007</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 2000 organizations. Compensation range \$16–\$200,449; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$287,890); for reference, expenses \$354,424 and assets \$327,378.

ROLE MATCH	Monica Flynn, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	131 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	39 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	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	56 <sup>th</sup>

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 (Monica Flynn) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,000 is reasonable (approximately the 61<sup>st</sup> 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.