

Mary Alices House Incorporated

Executive Director / CEO

EIN 833729457

OH · NTEE I31

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Bruce Monford, Executive Director / CEO** (\$55,019) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

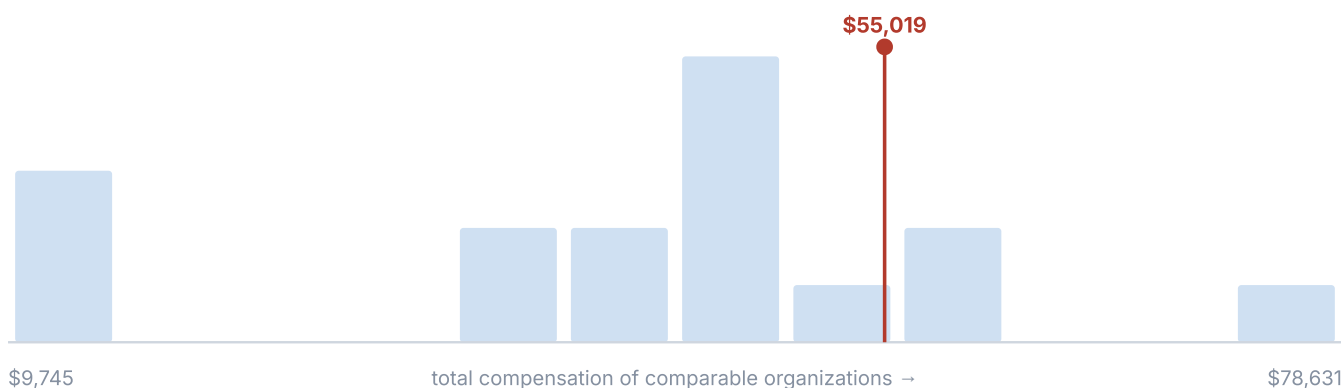
Benchmarked executive: Bruce Monford — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I31).
BUDGET	Total revenue between \$173,290 and \$387,964 — 0.67x to 1.50x the subject's \$258,643 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (I31), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,261	\$35,983	\$45,568	\$49,582	\$59,141	\$55,019
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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
Hananiah House	TN	\$260,823	Executive Director And Chair Of The Board	\$12,000	\$11,568	2024
Renaissance Inc	AL	\$239,449	Executive Director	\$10,739	\$10,954	2023
Our Brothers Keepers Of Southern Illinois	IL	\$239,041	Agency Director	\$53,000	\$46,552	2025
Wings Of God Transition Home Inc	MI	\$278,652	Executive Director	\$37,886	\$36,921	2023
Haven Of Loveinc	TX	\$224,939	Principal Of	\$54,560	\$50,051	2024
Angel's Charge Ministry	SC	\$292,855	Executive Di	\$45,000	\$43,052	2024
Grace House Inc	TX	\$306,287	Executive Director	\$85,715	\$78,631	2024
Grace Campus	TX	\$308,541	Executive Director	\$62,750	\$57,564	2024
Right Road Ministries	TN	\$315,901	President	\$51,274	\$49,426	2024
Stafford House	MI	\$192,607	President	\$10,000	\$9,745	2023
Tomorrows Neighbors	PA	\$331,354	Executive And House Director	\$48,750	\$44,583	2024
Stepping Stones Safe Haven Inc	TN	\$334,629	Executive Dir.	\$62,988	\$60,718	2024
House Where Jesus Shines	TX	\$351,249	Director	\$42,000	\$38,529	2024
Just A Clean House Inc	NC	\$362,882	Vice President	\$34,001	\$33,170	2023
Philemon House	IL	\$363,150	Executive Di	\$53,406	\$48,150	2024
Agape House Inc	AR	\$376,106	Executive Director	\$45,261	\$48,034	2023

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.

■ Sample, role match & sensitivity

PEER COUNT	16 organizations. Compensation range \$9,745–\$78,631; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$258,643); for reference, expenses \$248,076 and assets \$96,345.
ROLE MATCH	Bruce Monford, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
OUTLIERS	4 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	81 st
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	81 st

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 (Bruce Monford) 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 16 similarly situated organizations (Same NTEE sector (I31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,019 is reasonable (approximately the 81st 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.