

Mother-wise

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth Anderson, Executive Director / CEO** (\$44,375) against **every comparable organization** that fit the selection criteria — **188** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

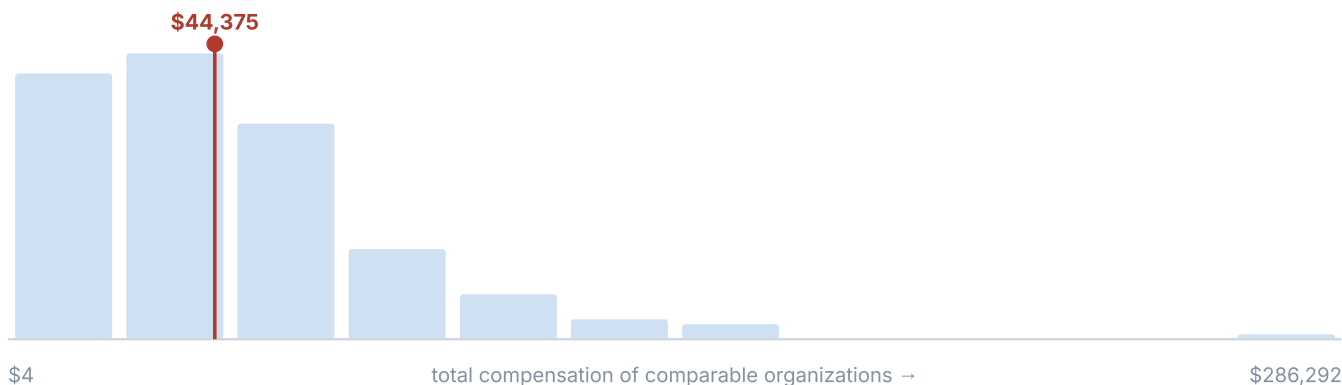
Benchmarked executive: Elizabeth Anderson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$68,543 and \$153,454 — 0.67x to 1.50x the subject's \$102,303 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

188 organizations qualified on sector, size, and geography → **188** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,449	\$20,773	\$38,836	\$65,945	\$89,038	\$44,375
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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 CA 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
Life House Ministries	WA	\$102,353	Executive Director	\$37,500	\$38,881	2023
Ocl Properties Vi Inc	NY	\$102,405	Chief Financial Officer	\$73,290	\$74,495	2024
Transitional Remedies Solutions	MA	\$102,108	President	\$17,200	\$17,899	2023
The New Citizens Press Community Action Network	MI	\$101,898	Director	\$9,989	\$11,597	2024
Servants Heart Outreach	AR	\$101,374	Executive Director	\$25,962	\$32,826	2024
Encore Park Dallas	TX	\$103,472	Interim Executive Director	\$30,000	\$34,753	2023
Milagros Foundation	TX	\$104,007	Executive Director	\$71,036	\$79,930	2024
Dimock Support Corporation	MA	\$100,000	President/ceo	\$23,674	\$24,637	2023
The Williamsburg Institute	VA	\$100,000	Ceo	\$68,000	\$76,036	2023
Hope On The Hill Inc	OR	\$104,768	Executive Dir.	\$48,500	\$50,664	2024
Open Source Hardware Association	CO	\$104,790	Executive Director	\$77,692	\$86,273	2023
Gems Development Foundation	VA	\$105,693	Executive Director	\$22,000	\$24,600	2023
Arts Foundation For Seniors Inc	FL	\$106,144	Exec Dir & S	\$67,000	\$70,800	2024
Girls Health Period	OH	\$98,357	President	\$42,058	\$51,587	2023
Women In Revenue Inc	CA	\$106,627	Executive Dir.	\$49,862	\$49,862	2023
Common Place Inc	IL	\$97,878	President/ceo	\$4,265	\$4,856	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Way Of Adams County Indiana Inc	IN	\$97,834	Executive Director	\$30,000	\$34,669	2025
Grant Road Holdings Inc	AZ	\$96,949	Ceo	\$57,526	\$62,232	2024
Voices Of Mercy Outreach Ministries Inc	LA	\$96,889	President	\$15,380	\$19,050	2024
Virtuemediac Inc	GA	\$107,745	President & Founder	\$83,197	\$96,877	2023
St Marys Outreach Inc	OR	\$96,779	Co Director	\$4,200	\$4,517	2023
Seasons Village Inc	NC	\$107,869	Program Director	\$52,000	\$62,223	2023
Arc Of Wayne Foundation Inc	NY	\$96,113	Chief Executive Officer	\$19,703	\$20,027	2024
Emotional Health Institute	CA	\$95,630	Admin	\$4	\$4	2024
Mahp Foundation	MI	\$95,623	President	\$26,287	\$30,520	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	188 organizations. Compensation range \$4–\$286,292; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$102,303); for reference, expenses \$158,787 and assets \$77,188. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Elizabeth Anderson, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	56 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	45 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 (Elizabeth Anderson) 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 188 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,375 is reasonable (approximately the 56th 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.