

Melanated Midwives Nfp

Executive Director / CEO

EIN 843287696

IL · NTEE B90

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Karie Stewart, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Karie Stewart — reported title “Founder”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B90).

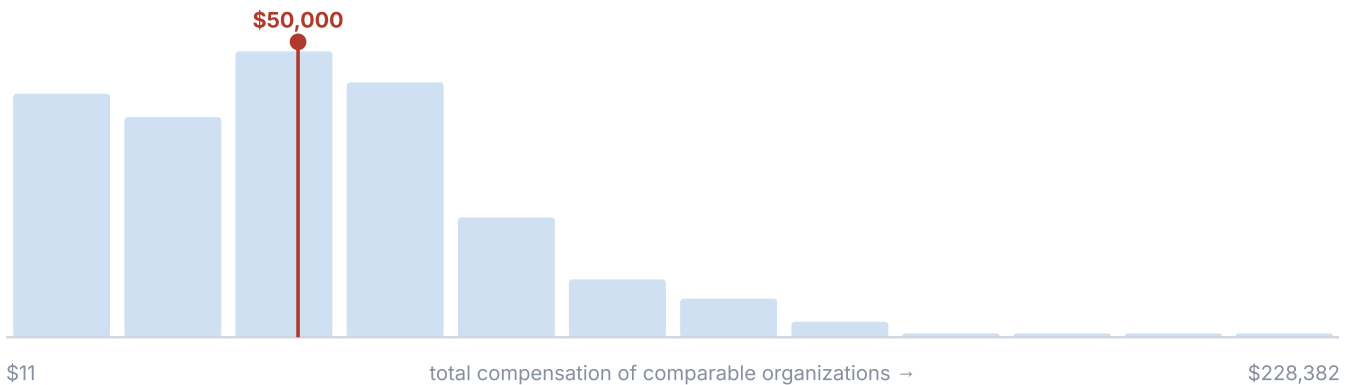
BUDGET Total revenue between \$141,430 and \$316,636 — 0.67x to 1.50x the subject's \$211,091 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

324 organizations qualified on sector, size, and geography

→ **324** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,648

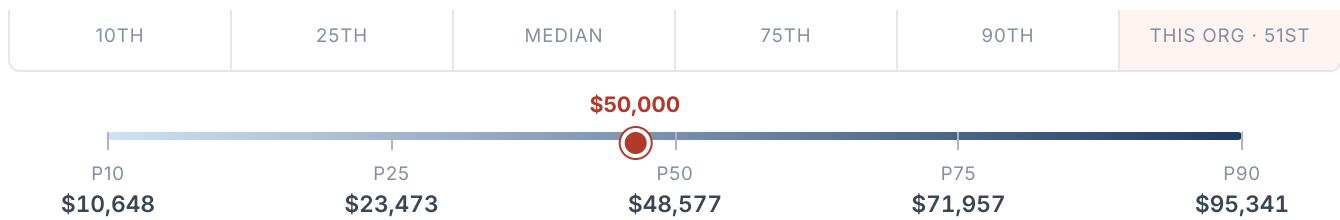
\$23,473

\$48,577

\$71,957

\$95,341

\$50,000



● 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 IL 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
Heroes' Alliance Inc	MI	\$211,199	Executive Director	\$100,622	\$105,642	2023
Project Imo Inc	CT	\$211,232	Executive Director	\$24,202	\$22,420	2024
Acton Academy Seacoast	NH	\$210,910	Founder	\$12,308	\$11,560	2023
Stem Xposure	FL	\$211,413	President	\$23,000	\$21,347	2024
Mla Educational Services Inc	GA	\$210,652	Chairman	\$32,250	\$32,038	2024
Foundation For Innovation In Real Estate	IL	\$210,651	President	\$97,500	\$94,703	2024
Mali Rising Foundation	UT	\$210,011	Executive Director	\$73,730	\$74,555	2024
Leader's Edge Inc	OH	\$212,360	Treasurer/secretary	\$18,000	\$18,836	2024
Foundation Of Hope Inc	MD	\$212,430	Executive Director	\$117,879	\$108,882	2024
Green Works In Kansas City	MO	\$212,460	President	\$110,401	\$115,528	2024
New Leaf Kitchen	OH	\$209,523	Founder Director	\$43,860	\$47,252	2023
Academy College Prep	CA	\$209,400	Technical Product Manager	\$129,180	\$113,463	2023
B Well Foundation Inc	IA	\$209,236	President	\$2,000	\$2,164	2024
Spectrum Education Inc	FL	\$212,961	President	\$77,375	\$71,815	2024
Culture Restoration Project In	DE	\$208,117	Exec Director	\$76,800	\$72,381	2025
Doctors Of Academics Learning Academy	FL	\$208,034	Ceo & President	\$30,186	\$28,017	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North County Philanthropy Council	CA	\$208,005	Past Managing Director	\$52,739	\$44,993	2024
Epic Christian Alliance	NH	\$214,252	President/teacher	\$1,560	\$1,423	2024
Common Ground Collaborative Foundation	NJ	\$214,456	President	\$58,813	\$51,880	2024
Bridge Christian Academy	CA	\$207,544	President	\$15,000	\$12,797	2024
Colorado Learning Connections	CO	\$207,456	Executive Director	\$63,359	\$58,477	2025
Project Rock South Inc	FL	\$214,815	Program Director	\$46,416	\$43,080	2024
Culper	VA	\$207,252	Coo	\$53,667	\$51,195	2024
Democrashe	CA	\$214,948	Executive Director	\$70,000	\$59,719	2024
Eagle Wings Motorcycle Association	AZ	\$206,938	Coo	\$48,000	\$45,608	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	324 organizations. Compensation range \$11–\$228,382; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$211,091); for reference, expenses \$212,637 and assets \$67.
ROLE MATCH	Karie Stewart, reported title " <i>Founder</i> ", 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 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	51 st
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	47 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 (Karie Stewart) 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 10, 2026, comparing compensation against 324 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 51st 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 10, 2026.