

We Are & Mother

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Alysia Montano, Executive Director / CEO** (\$43,770) against the **2000** closest of **3,621** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

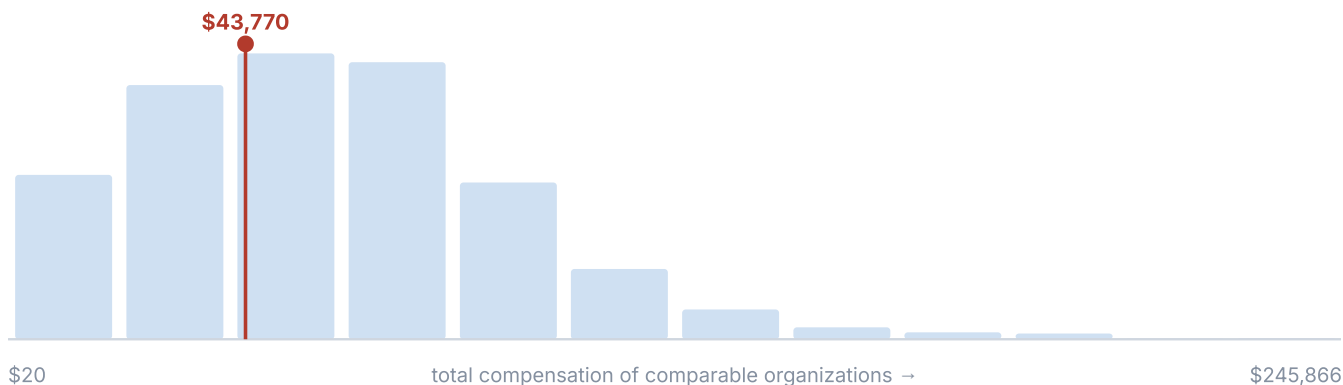
Benchmarked executive: Alysia Montano — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

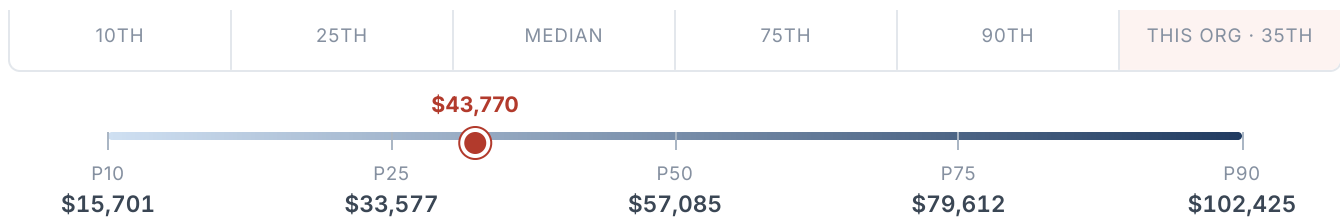
SECTOR	Organizations sharing the subject's NTEE classification (P83).
BUDGET	Total revenue between \$203,125 and \$454,759 — 0.67x to 1.50x the subject's \$303,173 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,621 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$15,701	\$33,577	\$57,085	\$79,612	\$102,425	\$43,770
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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
Lakin Foundation Child Development Center Of Griswold	IA	\$303,127	Secretary/ceo	\$52,617	\$64,805	2024
One Heart One Mind	UT	\$303,231	Assistant Director	\$22,720	\$26,929	2023
Beautiful You By Profile	MI	\$303,333	Executive Di	\$25,532	\$29,643	2024
Boxes Of Love For The Homeless	NH	\$302,994	President (1	\$23,400	\$25,022	2023
Pierce County Coalition For	WA	\$302,992	Executive Di	\$70,000	\$72,578	2023
Hope Response Inc	AZ	\$303,416	President	\$18,000	\$20,047	2023
Leadership Montgomery County Inc	TX	\$302,929	Executive Director	\$96,186	\$105,439	2025
Bishop Morrow Personal Care Home	PA	\$302,813	President	\$12,000	\$13,461	2024
Swp Inc Db a Shadow Warriors	CO	\$303,540	Treasurer	\$52,379	\$56,495	2024
Island Connections	ME	\$302,749	Executive Di	\$63,622	\$71,662	2024
Fruit Bearers	WA	\$303,597	Executive Dir.	\$24,288	\$24,460	2024
Children's Advocacy Centers	ND	\$303,604	Executive Di	\$109,105	\$134,682	2024
Friends Of Forgotten Children	NH	\$302,721	Director	\$15,600	\$16,202	2024
Christian Community Action Inc	LA	\$303,672	Executive Director	\$46,251	\$55,810	2025
Creswell Clubhouse	OR	\$303,738	Executive Director	\$50,641	\$51,536	2025
Foundation For Abilities First New York	NY	\$303,758	Chief Executive Officer	\$45,098	\$47,194	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Howard County Council On Aging	TX	\$302,533	Director	\$27,500	\$30,943	2024
Next Generation Impact Foundation	GA	\$302,385	President	\$68,333	\$77,286	2024
Prevail Nj Inc	NJ	\$302,352	Executive Dir.	\$6,150	\$6,177	2024
Unlimited Potential Inc	TX	\$304,008	Executive Director	\$75,600	\$85,065	2024
Annie's Home	PA	\$304,021	Executive Director	\$33,608	\$37,700	2024
Asi Billings Inc	MN	\$304,109	President/tr	\$65,715	\$75,198	2023
Urbano Project Inc	MA	\$302,196	Executive Director/vp	\$61,800	\$62,468	2024
Minority Access Inc	MD	\$302,145	President	\$47,283	\$49,724	2024
Inside Out	NM	\$304,259	Executive Director	\$30,108	\$36,426	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	2000 organizations. Compensation range \$20–\$245,866; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$303,173); for reference, expenses \$267,971 and assets \$120,300.
ROLE MATCH	Alysia Montano, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 135 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 37 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	35 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	31 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 (Alysia Montano) 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 \$43,770 is reasonable (approximately the 35th 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.