

Midwifery Education Accreditation

Executive Director / CEO

EIN 850399645
 MN · NTEE L99M
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Shirdell Mattox, Executive Director / CEO** (\$117,783) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Shirdell Mattox — 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 (L99M).

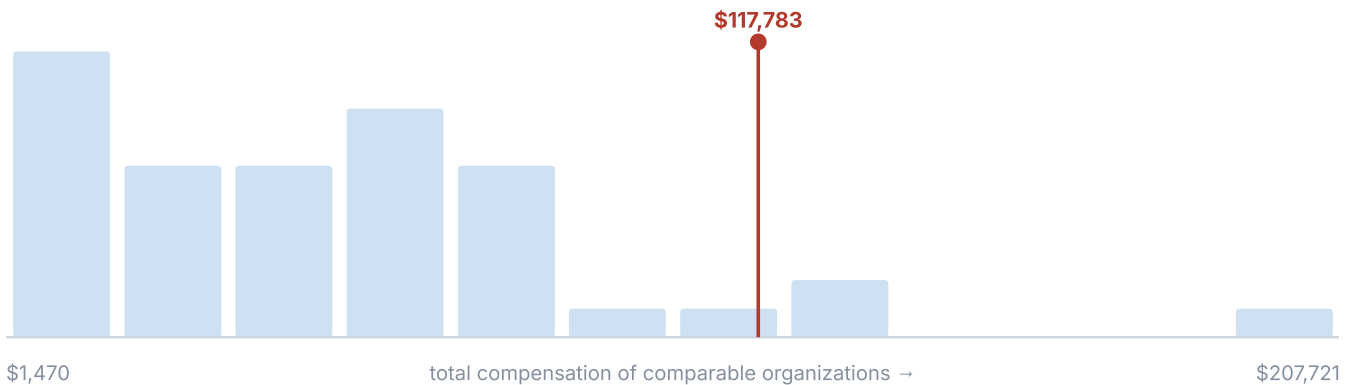
BUDGET Total revenue between \$205,838 and \$460,833 — 0.67x to 1.50x the subject's \$307,222 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L99), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography

→ **41** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$7,242	\$21,593	\$48,814	\$74,673	\$90,735	\$117,783
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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 MN 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
330 East 4th Street Housing Development Fund	NY	\$311,159	Vice President	\$61,207	\$57,627	2023
Housing Works Lyman Prospect Hdfc	NY	\$302,476	Secretary	\$27,348	\$25,749	2023
Anayat House Inc	TX	\$300,277	Executive Director	\$63,723	\$66,415	2023
Cass Clay Community Land Trust	ND	\$288,678	Executive Director	\$106,923	\$122,257	2023
Mercy House Ministries Inc	TX	\$329,287	Director	\$57,430	\$58,139	2024
St Martin De Porres Residence Inc	ME	\$284,357	Executive Director	\$63,069	\$63,913	2024
Turn The Hearts	CA	\$332,375	Director Of Operations	\$24,000	\$21,593	2023
Wilson County Casa	TN	\$281,479	Executive Director	\$75,000	\$79,784	2024
Obx Room In The Inn	NC	\$279,914	President Ceo	\$26,000	\$27,188	2024
Santa Fe Community Housing Trust	NM	\$279,879	Ceo	\$190,833	\$207,721	2024
New Mexico Affordable Housing	NM	\$275,453	Executive Director	\$56,077	\$61,040	2024
The Innovative Housing Institute Inc	MD	\$340,116	Executive Dir.	\$93,148	\$90,735	2023
Warriors Center For Women Hardeman County	TN	\$344,209	Executive Director	\$33,208	\$35,326	2024
Dollys Dream Home Rabbit Rescue	MO	\$267,532	Director	\$16,154	\$17,315	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Montana Fair Housing Inc	MT	\$347,061	Executive Director	\$68,450	\$74,673	2024
Accessible Space North Inc	MN	\$252,035	President/tr	\$65,715	\$67,656	2023
Armi Washington Heights	NY	\$248,610	Executive Vp & Ceo	\$114,621	\$107,917	2023
Grace Place Inc	MN	\$366,805	Presidentexecutive Director	\$53,083	\$53,083	2024
Open Arms Development Corporation	OH	\$368,146	Executive Director	\$45,540	\$48,814	2024
Main Street Apartments Inc	CA	\$369,002	President	\$21,168	\$18,021	2025
123 Crawford Street Inc	MA	\$372,992	Cfo	\$1,616	\$1,470	2024
Forest Grove Senior & Community Center	OR	\$231,332	Ex. Director	\$56,699	\$53,287	2024
Architectural Salvage Warehouse Of	MI	\$389,144	Executive Di	\$76,648	\$80,065	2024
Accessible Country Trail Inc	OH	\$222,760	Executive Director	\$6,211	\$6,854	2023
Lincoln Avenue Apartments Inc	CA	\$222,479	President	\$43,208	\$37,759	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2024 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 MN 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 41 organizations. Compensation range \$1,470–\$207,721; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$307,222); for reference, expenses \$457,017 and assets \$277,392. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Shirdell Mattox, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	93 rd
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	56 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 (Shirdell Mattox) 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 41 similarly situated organizations (Same NTEE sector (L99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$117,783 is reasonable (approximately the 93rd 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.