

Many Mothers Inc

Executive Director / CEO

EIN 850457455

NM · NTEE P40

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Kai Forsley, Executive Director / CEO** (\$75,655) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

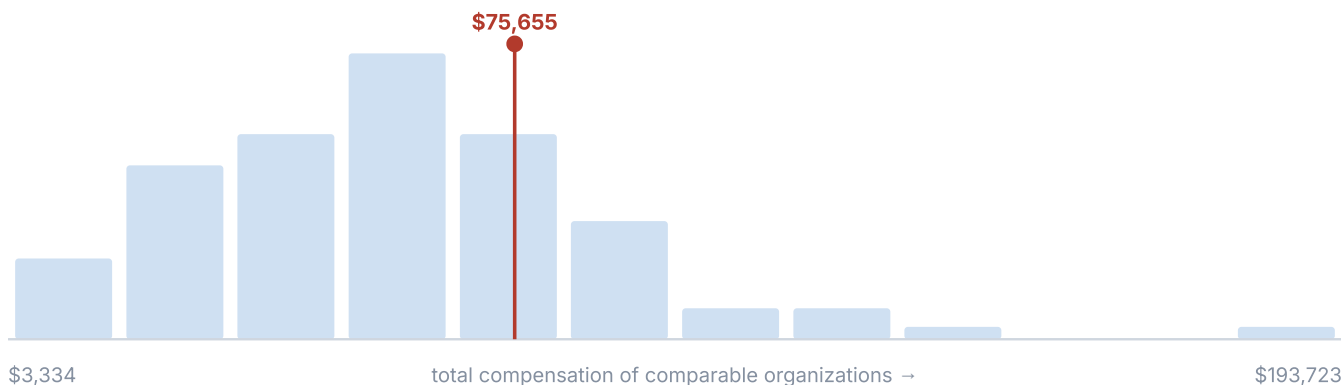
Benchmarked executive: Kai Forsley — reported title “Executive Dir”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$314,535 and \$704,184 — 0.67x to 1.50x the subject's \$469,456 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

186 organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,767	\$39,050	\$57,374	\$74,163	\$91,757	\$75,655
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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 NM 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
Next Step Pregnancy Services	WA	\$468,143	Executive Dir.	\$84,000	\$69,923	2024
Kansas Family Advisory Network	KS	\$472,883	Executive Director / Presi	\$85,687	\$83,849	2025
Pettis County Community Partnership	MO	\$464,035	Executive Di	\$75,127	\$73,981	2024
Akwaaba Qc	IL	\$463,614	President Ceo	\$130,639	\$119,411	2024
Family Guidance Center Inc	NC	\$476,405	Executive Director	\$61,606	\$59,184	2024
The Pregnancy & Family Life Center	FL	\$462,110	Executive Dir.	\$65,445	\$57,162	2024
Lighthouse Ministries Of Canton	OH	\$457,609	Executive Director	\$67,692	\$66,660	2024
R C Blakes Ministries Incorporated	TX	\$482,829	President	\$60,000	\$55,802	2024
Pennsylvania Sibling Support Network Inc	PA	\$483,541	President	\$158,137	\$142,842	2025
Black Mothers In Power	DE	\$453,857	Director	\$90,426	\$82,321	2024
Options For Women	MO	\$453,790	Executive Di	\$63,280	\$60,709	2025
Fort Smith Christian Family Servicesinc	AR	\$451,322	Executive Director	\$40,107	\$41,915	2024
Family Hope Inc	IN	\$449,562	Executive Director	\$89,960	\$88,204	2024
Family Place Of Transylvania County	NC	\$493,141	Director	\$60,000	\$59,343	2023
Pregnancy Ministries Inc	PA	\$493,795	Executive Di	\$59,045	\$54,745	2024
Show And Tell Corporation	CO	\$493,886	Executive Dir.	\$88,823	\$81,527	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vicksburg Family Development	MS	\$495,517	Director	\$53,550	\$55,452	2024
Chicks In Crisis Inc	CA	\$495,744	President & Ceo	\$105,000	\$82,125	2025
99 Balloons Inc	AR	\$496,340	Executive Director	\$38,491	\$40,226	2024
Silicon Valley Jiaren Association	CA	\$497,896	President	\$80,329	\$66,397	2023
Magnolia Foundation	TN	\$440,202	Founder Ceo	\$76,154	\$74,425	2024
Salem Family Resources Success By 6	NH	\$439,466	Former Executive Director	\$68,463	\$57,260	2025
Family Promise Lehigh Valley	PA	\$499,771	Executive Dir.	\$80,935	\$73,107	2025
Community Early Learning Center Of The	WI	\$439,044	Executive Director	\$39,119	\$39,106	2023
Insight Womens Center Inc	KS	\$499,979	Executive Direc	\$76,389	\$78,995	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	186 organizations. Compensation range \$3,334–\$193,723; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$469,456); for reference, expenses \$431,233 and assets \$279,234.
ROLE MATCH	Kai Forsley, reported title <i>"Executive Dir"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	77 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	75 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 (Kai Forsley) 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 13, 2026, comparing compensation against 186 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,655 is reasonable (approximately the 77th 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 13, 2026.