

# Black Mothers In Power

Executive Director / CEO

EIN 853952269

DE · NTEE P40

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Shane Darby, Executive Director / CEO** (\$90,426) against **every comparable organization** that fit the selection criteria — **182** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Shane Darby — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

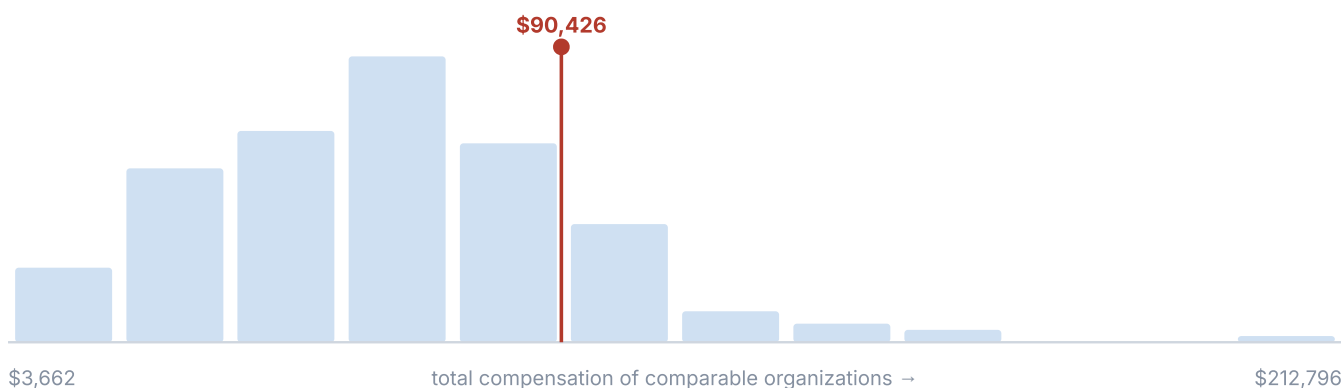
**SECTOR** Organizations sharing the subject's NTEE classification (P40).

**BUDGET** Total revenue between \$304,084 and \$680,785 — 0.67x to 1.50x the subject's \$453,857 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

**182** organizations qualified on sector, size, and geography → **182** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$26,477	\$42,306	\$62,844	\$81,163	\$99,084	\$90,426
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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 DE 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
<a href="#">Options For Women</a>	MO	\$453,790	Executive Di	\$63,280	<b>\$66,686</b>	2025
<a href="#">Fort Smith Christian Family Servicesinc</a>	AR	\$451,322	Executive Director	\$40,107	<b>\$46,042</b>	2024
<a href="#">Lighthouse Ministries Of Canton</a>	OH	\$457,609	Executive Director	\$67,692	<b>\$73,222</b>	2024
<a href="#">Family Hope Inc</a>	IN	\$449,562	Executive Director	\$89,960	<b>\$96,888</b>	2024
<a href="#">The Pregnancy &amp; Family Life Center</a>	FL	\$462,110	Executive Dir.	\$65,445	<b>\$62,789</b>	2024
<a href="#">Akwaaba Qc</a>	IL	\$463,614	President Ceo	\$130,639	<b>\$131,167</b>	2024
<a href="#">Pettis County Community Partnership</a>	MO	\$464,035	Executive Di	\$75,127	<b>\$81,265</b>	2024
<a href="#">Magnolia Foundation</a>	TN	\$440,202	Founder Ceo	\$76,154	<b>\$81,752</b>	2024
<a href="#">Next Step Pregnancy Services</a>	WA	\$468,143	Executive Dir.	\$84,000	<b>\$76,807</b>	2024
<a href="#">Salem Family Resources Success By 6</a>	NH	\$439,466	Former Executive Director	\$68,463	<b>\$62,898</b>	2025
<a href="#">Community Early Learning Center Of The</a>	WI	\$439,044	Executive Director	\$39,119	<b>\$42,956</b>	2023
<a href="#">Family Voices Colorado Inc</a>	CO	\$438,591	Executive Di	\$78,780	<b>\$79,427</b>	2023
<a href="#">Family Renewal Project</a>	KY	\$438,453	Counselor	\$60,000	<b>\$65,834</b>	2024
<a href="#">Many Mothers Inc</a>	NM	\$469,456	Executive Dir	\$75,655	<b>\$83,103</b>	2024
<a href="#">The Family Institute For Health And Human Services</a>	NC	\$437,900	Office Support	\$30,000	<b>\$32,593</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kansas Family Advisory Network</a>	KS	\$472,883	Executive Director / Presi	\$85,687	<b>\$92,104</b>	2025
<a href="#">The Well Resource Center Nfp</a>	IL	\$433,475	Director	\$78,660	<b>\$78,978</b>	2024
<a href="#">El Instituto De Orientacion Y Terapia Familiar</a>	PR	\$433,347	Exec Director	\$43,800	<b>\$45,094</b>	2023
<a href="#">Richmond City Pregnancy Resource Center Incorporated</a>	VA	\$432,705	Executive Director	\$97,341	<b>\$98,823</b>	2023
<a href="#">Family Guidance Center Inc</a>	NC	\$476,405	Executive Director	\$61,606	<b>\$65,010</b>	2024
<a href="#">Mcdowell Pregnancy Care Center Inc</a>	NC	\$428,664	Director	\$35,177	<b>\$37,121</b>	2024
<a href="#">Imtasik Family Counseling Services Inc</a>	CA	\$426,908	Chief Executive Director	\$11,163	<b>\$9,844</b>	2024
<a href="#">Wilson Commencement Park</a>	NY	\$425,933	Executive Director	\$30,990	<b>\$28,600</b>	2024
<a href="#">The New Life Center Inc</a>	TN	\$425,245	President	\$34,757	<b>\$37,312</b>	2024
<a href="#">Vocare</a>	CO	\$424,968	President	\$108,490	<b>\$106,243</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 182 organizations. Compensation range \$3,662–\$212,796; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$453,857); for reference, expenses \$436,386 and assets \$94,763.

**ROLE MATCH** Shane Darby, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO.  
**Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</sup>

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 (Shane Darby) 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 182 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,426 is reasonable (approximately the 83<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.