

Magnolia Mission Co

Executive Director / CEO

EIN 883144356
 NC · NTEE P32
 FY ending 2025-07-31
 June 9, 2026

This analysis benchmarks the total compensation of **Rebecca Bennett, Executive Director / CEO** (\$20,824) against **every comparable organization** that fit the selection criteria — **553** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

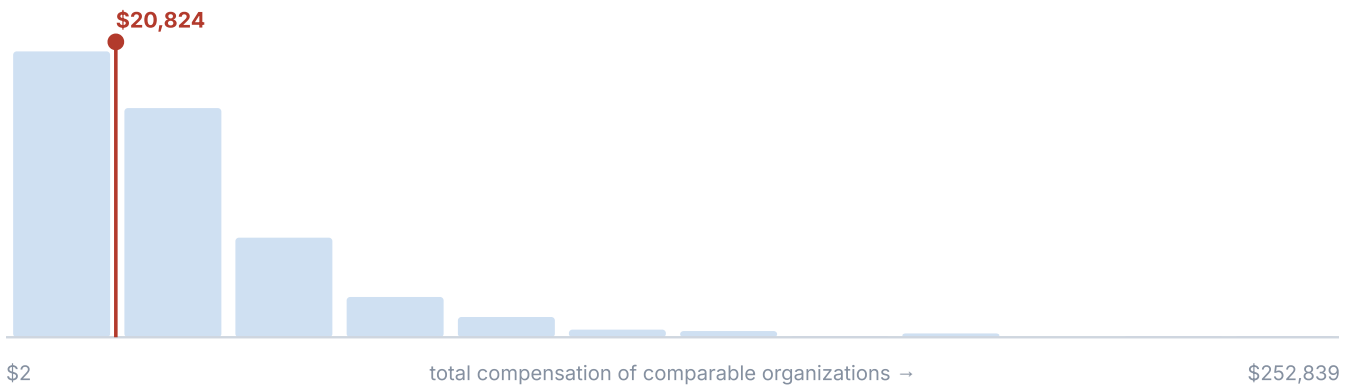
Benchmarked executive: Rebecca Bennett — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

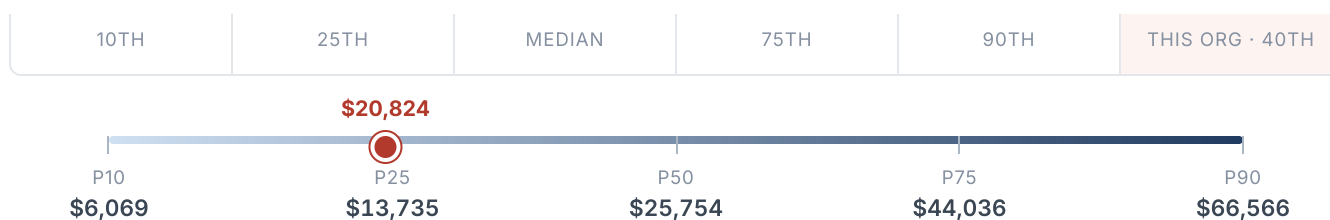
SECTOR	Organizations sharing the subject's NTEE classification (P32).
BUDGET	Total revenue between \$56,798 and \$127,161 — 0.67x to 1.50x the subject's \$84,774 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

553 organizations qualified on sector, size, and geography → **553** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,069	\$13,735	\$25,754	\$44,036	\$66,566	\$20,824
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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 NC 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
Heart Of Unlimited Boundaries	OH	\$84,571	Executive Di	\$39,788	\$43,100	2023
Stonebridge Movin' Out Inc	WI	\$84,998	Ceo	\$16,577	\$17,706	2023
Breaking Ground Inc	IL	\$85,306	Executive Director	\$5,385	\$5,259	2024
Village Resources Incorporated	NJ	\$85,329	Executive Director/ceo	\$24,500	\$22,372	2023
North Georgia Family Counseling Centers	GA	\$84,200	Chairman Of The Board	\$62,000	\$61,929	2024
Believe Community Services Inc	FL	\$85,360	Executive Director	\$325	\$312	2023
Independent Living Horizons Two Inc	GA	\$84,175	President/ceo	\$21,151	\$21,751	2023
Hwc Foundation Inc	OK	\$83,936	Ceo	\$18,950	\$20,729	2024
On With Life Supportive Housing Cor	IA	\$83,893	Exec Directo	\$33,703	\$37,743	2023
Flickinger Learning Center	IA	\$85,672	Executive Director	\$54,942	\$58,221	2025
Marshalltown Ymca-ywca Heritage Club	IA	\$85,764	Ceo	\$8,119	\$8,831	2024
Sterling Community Center Inc	AK	\$85,767	President	\$532	\$505	2024
Metro Baptist Center Incorporated	IN	\$83,770	Executive Director/ceo	\$49,638	\$53,537	2023
Coshocton Community Housing Inc (Cch)	OH	\$85,868	Ceo	\$11,120	\$12,045	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Pavilion At Brookmeade Inc	NY	\$85,976	Administrato/ Ceo	\$42,427	\$39,211	2023
The Salem Worlds War Memorial Building	OH	\$83,447	Secretary	\$10,000	\$10,522	2024
Dream Big Nevada	NV	\$83,369	Executive Director	\$29,423	\$29,298	2024
Beans And Rice Inc	VA	\$83,362	Executive Director	\$40,000	\$38,367	2024
Cedar Lake - Monticello Parke Inc	KY	\$83,246	President & Ceo (See Sch O)	\$11,133	\$11,883	2024
Homes Of Care I Inc	MA	\$86,316	President & Ceo/director	\$24,869	\$22,200	2024
Links Of Hope Inc	FL	\$83,181	Executive Director	\$35,000	\$32,663	2024
Black Child Development Institute Colorado	CO	\$86,471	Affiliate President	\$31,582	\$30,972	2023
Eagles Nest Foundation	WA	\$86,597	Director	\$30,000	\$26,682	2024
Assist - Flathead Valley	MT	\$86,611	System Ceo	\$37,517	\$41,361	2023
True Community Development Corporation	NY	\$86,648	Executive Director	\$33,150	\$30,637	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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 **553** organizations. Compensation range \$2–\$252,839; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$84,774); for reference, expenses \$81,147 and assets \$22,317.

ROLE MATCH	Rebecca Bennett, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	185 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	27 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	40 th
Total compensation (D + F), as reported (no adjustments)	39 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	25 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 (Rebecca Bennett) 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 553 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,824 is reasonable (approximately the 40th 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.