

This analysis benchmarks the total compensation of **Nana Ouro-agoro, Executive Director / CEO** (\$130,639) against **every comparable organization** that fit the selection criteria — **184** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

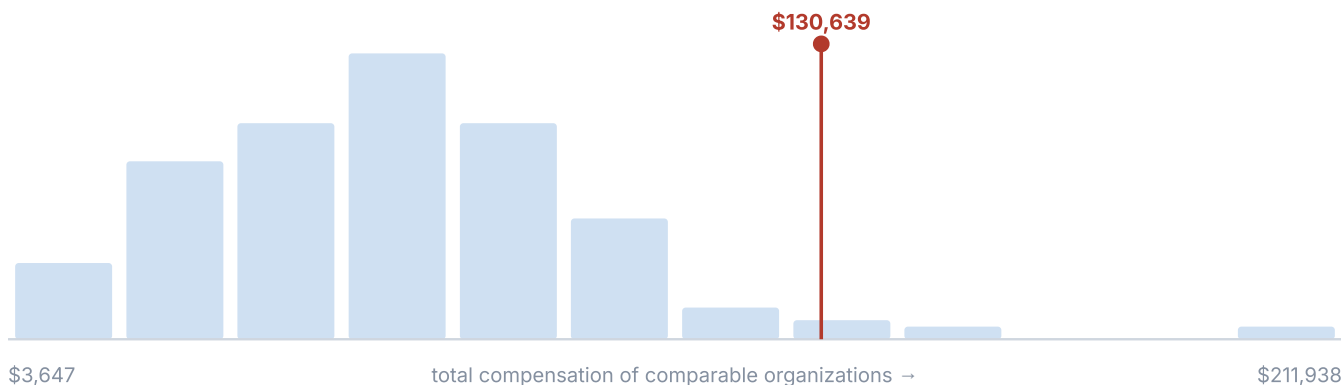
Benchmarked executive: Nana Ouro-agoro — reported title “PRESIDENT CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$310,621 and \$695,421 — 0.67x to 1.50x the subject's \$463,614 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

184 organizations qualified on sector, size, and geography → **184** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,463	\$42,513	\$62,769	\$81,003	\$98,895	\$130,639
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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 IL 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
Pettis County Community Partnership	MO	\$464,035	Executive Di	\$75,127	\$80,937	2024
The Pregnancy & Family Life Center	FL	\$462,110	Executive Dir.	\$65,445	\$62,536	2024
Next Step Pregnancy Services	WA	\$468,143	Executive Dir.	\$84,000	\$76,497	2024
Many Mothers Inc	NM	\$469,456	Executive Dir	\$75,655	\$82,769	2024
Lighthouse Ministries Of Canton	OH	\$457,609	Executive Director	\$67,692	\$72,927	2024
Kansas Family Advisory Network	KS	\$472,883	Executive Director / Presi	\$85,687	\$91,733	2025
Black Mothers In Power	DE	\$453,857	Director	\$90,426	\$90,062	2024
Options For Women	MO	\$453,790	Executive Di	\$63,280	\$66,417	2025
Fort Smith Christian Family Servicesinc	AR	\$451,322	Executive Director	\$40,107	\$45,856	2024
Family Guidance Center Inc	NC	\$476,405	Executive Director	\$61,606	\$64,748	2024
Family Hope Inc	IN	\$449,562	Executive Director	\$89,960	\$96,497	2024
R C Blakes Ministries Incorporated	TX	\$482,829	President	\$60,000	\$61,049	2024
Pennsylvania Sibling Support Network Inc	PA	\$483,541	President	\$158,137	\$156,273	2025
Magnolia Foundation	TN	\$440,202	Founder Ceo	\$76,154	\$81,423	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Salem Family Resources Success By 6	NH	\$439,466	Former Executive Director	\$68,463	\$62,644	2025
Community Early Learning Center Of The	WI	\$439,044	Executive Director	\$39,119	\$42,783	2023
Family Voices Colorado Inc	CO	\$438,591	Executive Di	\$78,780	\$79,107	2023
Family Renewal Project	KY	\$438,453	Counselor	\$60,000	\$65,569	2024
The Family Institute For Health And Human Services	NC	\$437,900	Office Support	\$30,000	\$32,461	2023
Family Place Of Transylvania County	NC	\$493,141	Director	\$60,000	\$64,923	2023
The Well Resource Center Nfp	IL	\$433,475	Director	\$78,660	\$78,660	2024
Pregnancy Ministries Inc	PA	\$493,795	Executive Di	\$59,045	\$59,893	2024
El Instituto De Orientacion Y Terapia Familiar	PR	\$433,347	Exec Director	\$43,800	\$45,094	2023
Show And Tell Corporation	CO	\$493,886	Executive Dir.	\$88,823	\$89,192	2023
Richmond City Pregnancy Resource Center Incorporated	VA	\$432,705	Executive Director	\$97,341	\$98,425	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **184** organizations. Compensation range \$3,647–\$211,938; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$463,614); for reference, expenses \$433,142 and assets \$122,347.
ROLE MATCH	Nana Ouro-agoro, reported title "PRESIDENT CEO", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	95 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 (Nana Ouro-agoro) 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 184 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,639 is reasonable (approximately the 97th 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.