

Life Challenge Of Michigan Inc

Executive Director / CEO

EIN 010929801

MI · NTEE P28

FY ending 2024-03-31

June 10, 2026

This analysis benchmarks the total compensation of **Jack Mosley, Executive Director / CEO** (\$9,000) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Jack Mosley — 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 (P28).

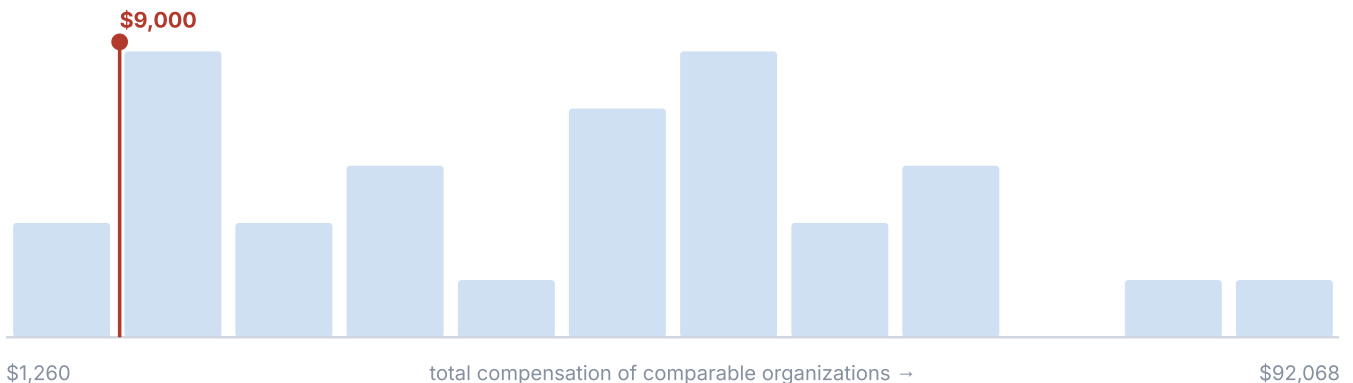
BUDGET Total revenue between \$121,298 and \$271,564 — 0.67x to 1.50x the subject's \$181,043 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P28), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,555

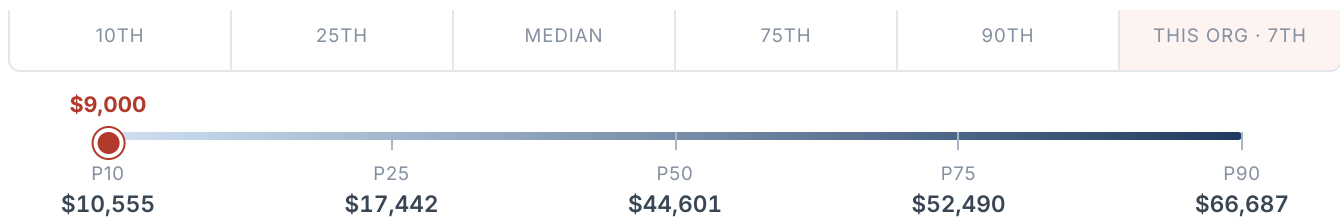
\$17,442

\$44,601

\$52,490

\$66,687

\$9,000



■ 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 MI 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
Redeemer Center For Life Inc	MN	\$185,002	Cfo	\$11,250	\$10,770	2024
North Spencer Community Action	IN	\$187,118	Manager	\$48,860	\$49,920	2024
Peer Recovery Connection Inc	VA	\$174,081	Executive Director	\$45,325	\$42,399	2024
Western Montana Gay And Lesbian	MT	\$172,396	Executive Director	\$41,503	\$44,624	2023
The Westside Community Center Inc	SC	\$164,094	Executive Di	\$27,000	\$28,096	2023
Brookhaven Outreach Ministries	MS	\$154,346	President	\$15,700	\$17,442	2023
Borrego Springs Community Resource	CA	\$208,120	Treasurer	\$1,546	\$1,260	2025
The Highland Center	VA	\$212,829	Executive Director	\$66,968	\$64,496	2023
Bronx Bethany Community Corporation	NY	\$149,250	Chief Operating Officer	\$55,008	\$49,580	2023
Trinity Restoration Inc	RI	\$218,086	Executive Director	\$16,620	\$15,440	2024
Peace Valley Foundation Inc	MA	\$143,268	Executive Director	\$58,561	\$52,490	2023
Love In The Name Of Christ Of Clackamas County Oregon	OR	\$225,056	Executive Director	\$75,000	\$67,479	2024
Cherokee County Family Resource Ctr	AL	\$226,294	Administrator	\$49,380	\$51,684	2024
Crested Butte Film Festival	CO	\$236,685	Executive Directo	\$48,333	\$46,228	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Masaryktown Community Center Inc	FL	\$236,862	Secretary	\$20,768	\$19,460	2023
Christlife Inc	NY	\$236,935	President	\$7,800	\$6,829	2024
Macon County Heritage Center	NC	\$237,870	Executive Director	\$49,038	\$49,090	2024
Castaways Thrift Co	NC	\$238,574	Executive Director - Store Manager	\$34,824	\$33,962	2025
Monroe Street Neighborhood Center	OH	\$240,704	Interim Executive Director (June-october)	\$27,325	\$28,039	2024
Mayville Open Door Inc	WI	\$248,275	President	\$44,080	\$44,601	2024
Newton Highlands Community Development	MA	\$251,705	Executive Dir.	\$88,833	\$77,339	2024
People's City Mission Foundation	NE	\$252,673	Ceo-pcm	\$11,107	\$11,574	2024
Goodwill Industries Of Central Florida	FL	\$255,893	President & Ceo	\$12,882	\$12,070	2023
21st Century Village Community Learning Center	NC	\$256,520	Executive Director	\$57,180	\$57,241	2024
Greater Ideal Family Life Center	TX	\$259,790	Executive Dir.	\$95,000	\$92,068	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	29 organizations. Compensation range \$1,260–\$92,068; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$181,043); for reference, expenses \$186,225 and assets \$33,249.
ROLE MATCH	Jack Mosley, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	7 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 (Jack Mosley) 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 10, 2026, comparing compensation against 29 similarly situated organizations (Same NTEE sector (P28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,000 is reasonable (approximately the 7th 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 10, 2026.