

# Mosaic Sanctuary Inc

Executive Director / CEO

EIN 200754384

OK · NTEE X99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Clayton Leinneweber, Executive Director / CEO** (\$7,750) against **every comparable organization** that fit the selection criteria — **290** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Clayton Leinneweber — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (X99).

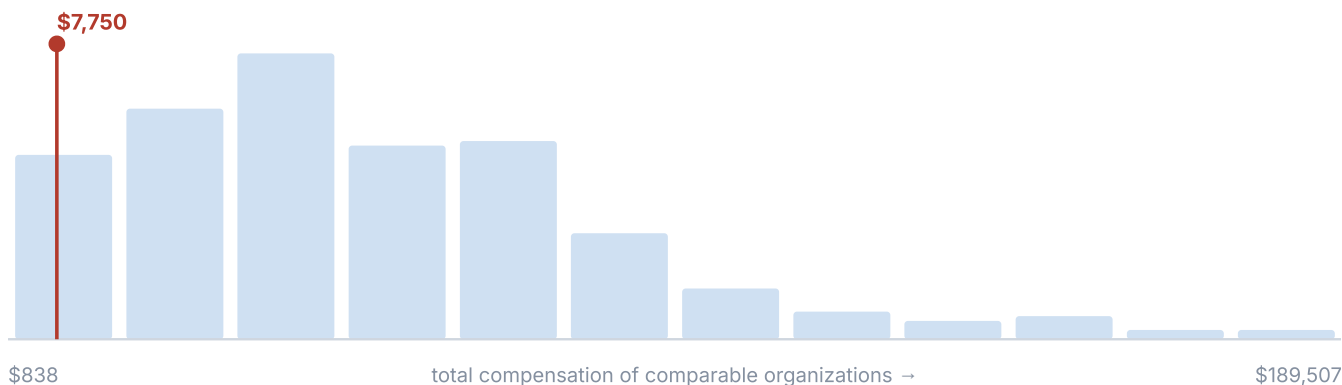
**BUDGET** Total revenue between \$204,790 and \$458,487 — 0.67x to 1.50x the subject's \$305,658 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**290** organizations qualified on sector, size, and geography

→ **290** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,061

\$27,090

\$45,735

\$71,319

\$97,229

**\$7,750**



## ■ 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 OK 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="#">Grunewald Ministries Inc</a>	OK	\$305,290	President	\$158,994	<b>\$158,994</b>	2023
<a href="#">All For Jesus Inc</a>	FL	\$305,226	Morris	\$102,692	<b>\$85,097</b>	2024
<a href="#">Brethren Leadership Foundation</a>	CO	\$303,869	Treasurer	\$1,992	<b>\$1,685</b>	2024
<a href="#">Healing Door Ministries</a>	CO	\$303,616	Mohr	\$15,000	<b>\$13,062</b>	2023
<a href="#">Poimen Ministries</a>	CA	\$303,501	President	\$61,118	<b>\$46,554</b>	2024
<a href="#">Nhntx Inc</a>	TX	\$302,451	Executive Dir.	\$77,044	<b>\$67,982</b>	2024
<a href="#">K-nation Group</a>	TX	\$302,088	Ceo	\$100,000	<b>\$90,844</b>	2023
<a href="#">Spiritual Life Society</a>	OH	\$309,304	Secretary/tr	\$27,000	<b>\$25,225</b>	2024
<a href="#">Equip 2 Serve Inc</a>	AL	\$309,848	President	\$71,125	<b>\$69,782</b>	2023
<a href="#">Fam International Inc</a>	AL	\$310,189	President	\$13,567	<b>\$12,929</b>	2024
<a href="#">Seek &amp; Find Ministries</a>	IL	\$310,410	President	\$63,086	<b>\$56,325</b>	2023
<a href="#">Hope Academy</a>	CA	\$300,477	Educational	\$36,000	<b>\$28,231</b>	2023
<a href="#">Excelling Leaders</a>	MI	\$311,136	President	\$69,000	<b>\$62,822</b>	2024
<a href="#">Bsf International Properties Corp</a>	TX	\$300,014	President	\$19,915	<b>\$17,573</b>	2024
<a href="#">Grace Haven Biblical Renewal Ministries Inc</a>	IN	\$299,479	Counselor	\$90,180	<b>\$83,888</b>	2024
<a href="#">Ctw Ministries Inc</a>	TX	\$298,945	Director	\$26,900	<b>\$23,736</b>	2024
<a href="#">Celebrating Life Ministries</a>	IL	\$298,915	President	\$90,000	<b>\$80,354</b>	2023
<a href="#">Little Sprouts Ministries Corp</a>	IN	\$313,129	Executive Director	\$40,133	<b>\$38,435</b>	2023
<a href="#">Faith For Today Inc</a>	CA	\$313,736	Vice President	\$32,449	<b>\$24,716</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Inspearnations Inc</a>	AZ	\$313,818	Co-founder	\$42,167	<b>\$35,772</b>	2024
<a href="#">Regions Beyond International Inc</a>	FL	\$297,125	Pres	\$177,040	<b>\$146,707</b>	2024
<a href="#">Marriage In Focus Inc</a>	AL	\$296,963	Chairman	\$75,000	<b>\$71,472</b>	2024
<a href="#">Ancora Ministries Inc</a>	TX	\$296,864	Executive Director	\$56,500	<b>\$51,327</b>	2023
<a href="#">Banks County Christian Learning</a>	GA	\$296,595	Director	\$18,625	<b>\$16,519</b>	2024
<a href="#">Emmaus Institute For Biblical</a>	NE	\$296,283	President	\$40,700	<b>\$39,755</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK cost of living and 2023 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 OK 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	290 organizations. Compensation range \$838–\$189,507; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$305,658); for reference, expenses \$305,989 and assets \$606,603.
ROLE MATCH	Clayton Leinneweber, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	8 <sup>th</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Clayton Leinneweber) 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 290 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$7,750 is reasonable (approximately the 3<sup>rd</sup> 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.