

Maxwell And Marjorie Jospey

Executive Director / CEO

EIN 300232176
 MI · NTEE T20
 FY ending 2024-05-31
 June 9, 2026

This analysis benchmarks the total compensation of **Dorothy Benyas, Executive Director / CEO** (\$26,189) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

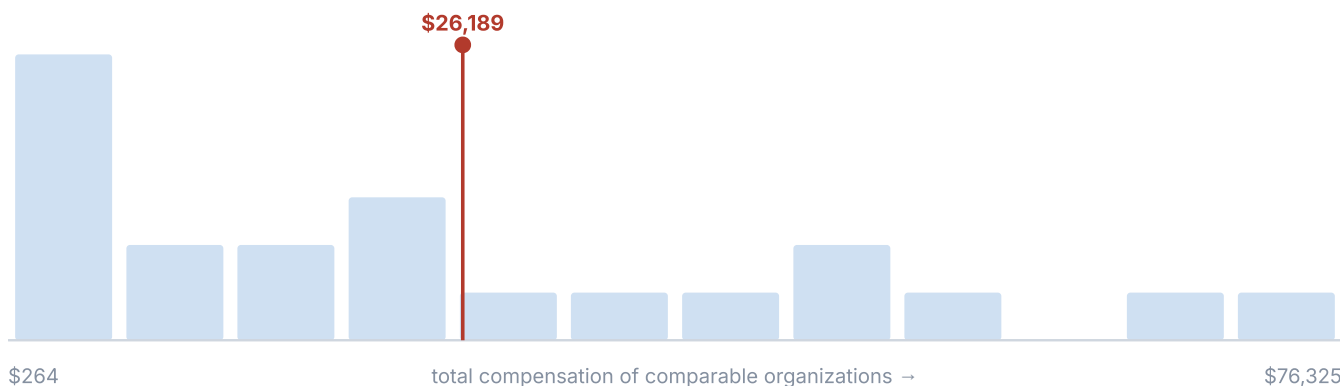
Benchmarked executive: Dorothy Benyas — reported title "TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

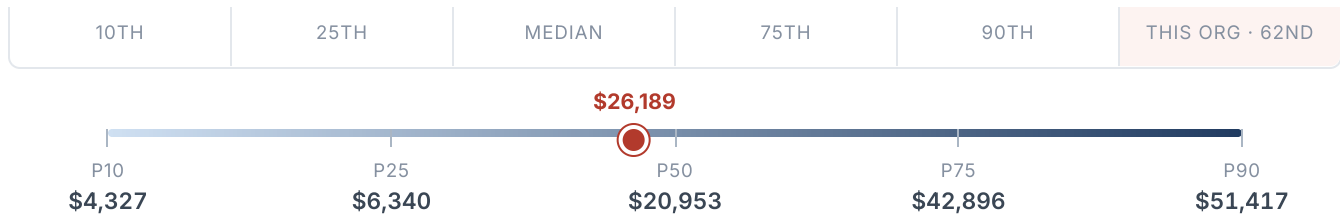
- SECTOR** Organizations sharing the subject's NTEE classification (T20).
- BUDGET** Total revenue between \$63,642 and \$142,483 — 0.67x to 1.50x the subject's \$94,989 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,327	\$6,340	\$20,953	\$42,896	\$51,417	\$26,189
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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 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
Pediatric Foundation Of Georgia	GA	\$94,850	Executive Di	\$21,509	\$20,953	2024
Stanley J Bushman Supporting Foundation	KS	\$97,738	President & Ceo	\$16,608	\$17,383	2024
The Dove Foundation	VA	\$98,402	President	\$458	\$428	2024
Pennsylvania Cable &	PA	\$91,560	Executive Di	\$47,131	\$45,536	2024
Ann Lib And Bernard Kozel	NY	\$91,171	Secretary	\$30,887	\$27,040	2024
The Mabel Fire Dept Relief Association	MN	\$101,861	Gambling Manager	\$5,600	\$5,361	2024
Eleanor And Henry Jansen Foundation	WA	\$83,352	Executive Director	\$4,988	\$4,327	2024
Ancor Foundation Inc	VA	\$109,806	Chief Executive Officer	\$66,140	\$63,699	2023
The Langford Family Foundation	FL	\$110,132	Director	\$5,113	\$4,654	2024
The Anne K Raikos Charitable	MO	\$79,645	Trustee	\$250	\$264	2023
Forte For Children	CA	\$75,706	Executive Director	\$15,000	\$12,549	2024
Metro Omaha Medical Society Foundation	NE	\$73,307	Executive Director	\$9,077	\$9,459	2024
Mary F Clancy Charities Inc	NY	\$70,177	President	\$27,009	\$23,645	2024
Interfaith Caregivers Inc	NY	\$122,420	Executive Director	\$57,046	\$51,417	2023
Music For All Foundation	IN	\$67,193	President	\$21,429	\$21,894	2024
Crestwood Foundation Incorporation	VA	\$66,002	Board Member	\$37,260	\$34,855	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Helene Diamond & Jorde Nathan Family	IL	\$64,210	Treasurer	\$80,133	\$76,325	2024
Architectural Woodwork Institute	VA	\$128,460	Secretary	\$45,856	\$42,896	2024
Greenwood Heritage Foundation	SC	\$129,555	President/ceo	\$45,508	\$47,355	2023
Friends Of Fmc Foundation Inc	MT	\$141,318	Foundation Director	\$17,481	\$18,256	2024
Frank & Kathleen Blair & Christine	MD	\$141,614	President	\$7,000	\$6,340	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	21 organizations. Compensation range \$264–\$76,325; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$94,989); for reference, expenses \$97,840 and assets \$1,062,988.
ROLE MATCH	Dorothy Benyas, reported title " <i>TREASURER</i> ", 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	14 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	62 nd
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	81 st

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 (Dorothy Benyas) 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 21 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,189 is reasonable (approximately the 62nd 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.