

The Bridge Restoration Ministry Napa

Executive Director / CEO

EIN 301209160

CA · NTEE F60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Aaron Mosley, Executive Director / CEO** (\$60,750) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **81st** percentile of comparable organizations

within the typical range

Benchmarked executive: Aaron 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 (F60).

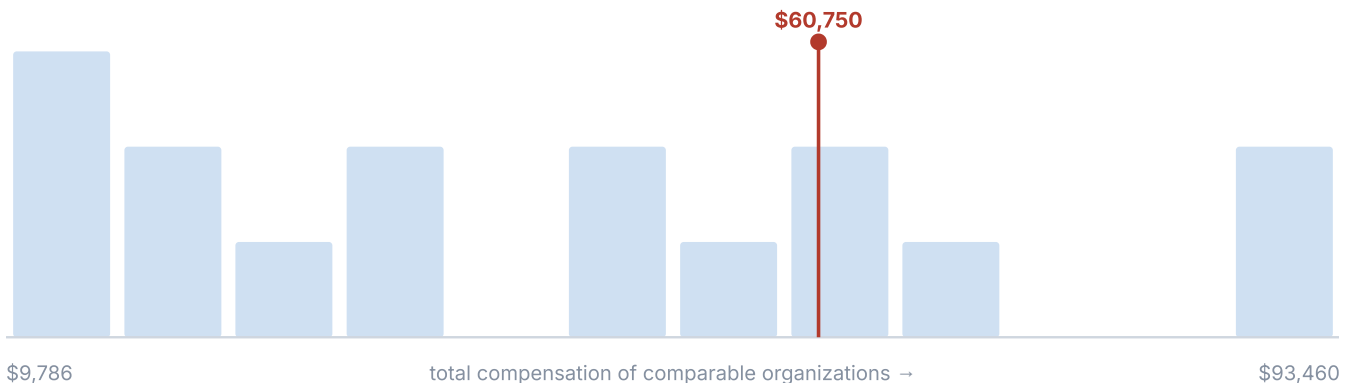
BUDGET Total revenue between \$209,063 and \$468,052 — 0.67x to 1.50x the subject's \$312,035 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F60) + CA + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography

→ **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,897

\$21,445

\$42,659

\$60,177

\$80,328

\$60,750



● 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 CA 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
Hope For Healthy Families Counseling Center	CA	\$315,277	Ceopresident	\$16,929	\$16,443	2024
Heartstrings Counseling Inc	CA	\$308,555	Ceo	\$90,000	\$90,000	2023
Aragon & Hernandez Social Services	CA	\$319,881	Chief Executive Officer	\$36,140	\$35,103	2024
Cornerstone Center For Counseling	CA	\$287,709	President	\$49,811	\$49,811	2023
Touchstone Counseling Service Inc	CA	\$337,945	Secretary	\$13,351	\$13,351	2023
Fishbowl Ministries Inc	CA	\$340,847	President	\$22,434	\$21,790	2024
The Relationship Resource	CA	\$349,231	Executive Dir.	\$57,457	\$57,457	2023
Emerge Center For Social And Emotional Learning	CA	\$267,436	Executive Director	\$37,352	\$36,280	2024
Positive Communication Practices Inc	CA	\$256,977	President	\$93,460	\$93,460	2023
Center For Early Childhood Connections	CA	\$256,654	Secretary And Co-executive Director	\$49,038	\$49,038	2023
Yesh Tikva Inc	CA	\$253,135	Executive Dir.	\$70,655	\$70,655	2023
4c Children And Family	CA	\$251,266	Ceo	\$10,075	\$9,786	2024
Caldwell-clark	CA	\$242,381	President	\$29,600	\$28,751	2024
One Recovery	CA	\$226,696	President	\$62,500	\$60,707	2024
Narrative Initiatives San Diego	CA	\$223,255	Director	\$21,014	\$20,411	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Shielding The Frontline Kern County Inc	CA	\$412,313	Executive Dir.	\$60,000	\$60,000	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	16 organizations. Compensation range \$9,786–\$93,460; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$312,035); for reference, expenses \$388,326 and assets \$50,491.
ROLE MATCH	Aaron Mosley, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	81 st
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	50 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 (Aaron 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 9, 2026, comparing compensation against 16 similarly situated organizations (Same NTEE sector (F60) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,750 is reasonable (approximately the 81st 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.