

Genesys Volunteers

Executive Director / CEO

EIN 381472646

MI · NTEE E112

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joy Finkenbiner, Executive Director / CEO** (\$25,158) against **every comparable organization** that fit the selection criteria — **94** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

Benchmarked executive: Joy Finkenbiner — reported title “President (END 9/23)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E112).
BUDGET	Total revenue between \$256,778 and \$574,876 — 0.67x to 1.50x the subject's \$383,251 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

94 organizations qualified on sector, size, and geography → **94** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,777	\$23,444	\$46,309	\$91,507	\$176,570	\$25,158
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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
Lehigh Qalib Inc	FL	\$383,066	Director/pre	\$156,813	\$142,723	2024
Daughters Of Charity Services Of New	LA	\$382,360	President/ceo/ex-officio	\$17,775	\$19,523	2023
Longs Peak Hospital Foundation	CO	\$384,611	President, Lph & Bh	\$8,173	\$7,593	2024
St Jude's Ranch For Children	NV	\$385,324	Ceo	\$5,375	\$5,374	2023
Roh Investment Co Inc	TN	\$381,158	President/director	\$192,519	\$201,848	2023
The Health Source Group	MO	\$380,579	Interim Market President (Start 8/2022 - End 12/2022)	\$54,191	\$57,251	2023
Newark-wayne Community Hospital	NY	\$387,172	President, Foundations	\$68,936	\$60,351	2024
Friends Of New York City Nurse Family	NY	\$389,558	Executive Director	\$90,000	\$78,792	2024
Smh Foundation	LA	\$374,390	Executive Dir.	\$120,525	\$128,578	2024
St Luke Community Healthcare Foundation	MT	\$393,565	Director/hospital Ceo	\$23,323	\$25,077	2023
St Thomas Foundation Inc	LA	\$368,438	President	\$20,700	\$22,083	2024
Minnesota Center For Health Care Ethics	MN	\$367,552	Ceo/coo	\$168,450	\$161,260	2024
Bellin Gundersen Health System Inc	WI	\$399,871	Chief Executive Officer, Ex-officio	\$68,728	\$69,540	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Obcc Othello Qalich	WA	\$363,286	President	\$31,941	\$27,706	2024
Restoration Storehouse Center	GA	\$403,267	Executive Dir.	\$98,500	\$98,787	2023
Ucmc Title Holding Corporation	IL	\$406,220	President And Director Of Board	\$211,348	\$207,250	2023
Spring Creek Health Cooperative	GA	\$407,073	Executive Di	\$95,449	\$95,727	2023
Southeastern Missouri Area Health	MO	\$358,784	Executive Director	\$62,168	\$63,793	2024
Human Technologies Properties	NY	\$358,691	President/chief Executive	\$14,388	\$12,596	2024
Willamette Valley Insurance Corporation	HI	\$358,192	President/director	\$104,173	\$93,029	2023
Asa Charitable Foundation	IL	\$412,202	Ceo	\$88,793	\$87,072	2023
Carthage Area Hospital Foundation Inc	NY	\$353,310	Executive Director	\$29,554	\$25,873	2024
Pikeville Medical Center Foundation For	KY	\$351,758	Board Member/pmc President/ceo	\$50,061	\$52,108	2024
Towner County Living Center	ND	\$415,871	Ceo	\$21,292	\$23,307	2023
Ffmc Support Organization	TN	\$346,664	President	\$6,465	\$6,778	2023

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	94 organizations. Compensation range \$3,835–\$718,511; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$383,251); for reference, expenses \$357,785 and assets \$256,697.
ROLE MATCH	Joy Finkenbiner, reported title " <i>President (END 9/23)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	78 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	29 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	50 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 (Joy Finkenbiner) 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 94 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$25,158 is reasonable (approximately the 29th 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.