

# Relief Michigan Inc

Executive Director / CEO

EIN 382912028  
 MI · NTEE C360  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Melinda Jones, Executive Director / CEO** (\$35,000) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Melinda Jones — reported title “BOARD MBR/EX”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

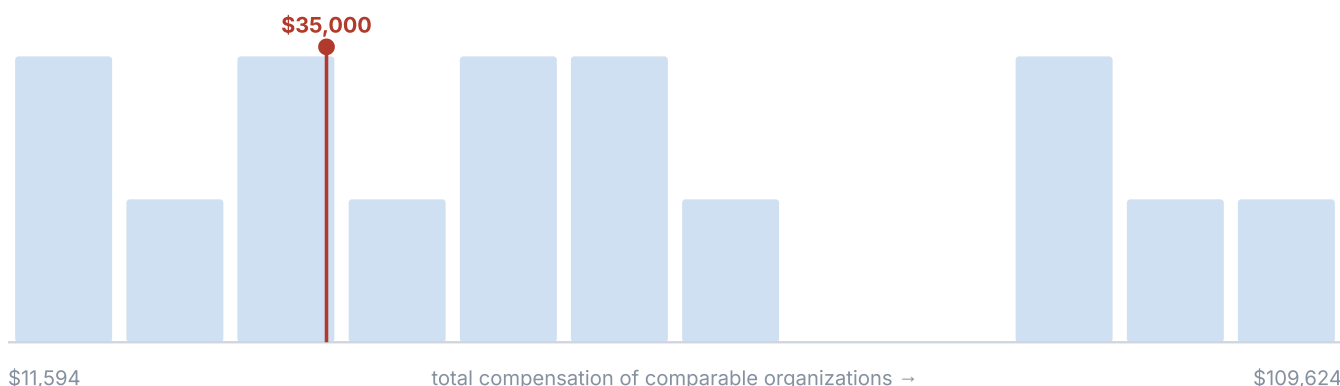
**SECTOR** Organizations sharing the subject's NTEE classification (C360).

**BUDGET** Total revenue between \$178,369 and \$399,334 — 0.67x to 1.50x the subject's \$266,223 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (C36), nationwide + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,933	\$33,158	\$49,994	\$73,961	\$96,741	\$35,000
----------	----------	----------	----------	----------	----------



## ● 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
<a href="#">Blue Ridge Prism Inc</a>	VA	\$261,741	Former Executive Director	\$66,694	<b>\$62,389</b>	2024
<a href="#">The Nature Of Wildworks</a>	CA	\$260,945	Executive Di	\$66,092	<b>\$55,292</b>	2024
<a href="#">Forest And Woodland Association Of Missouri</a>	MO	\$260,581	Executive Director	\$48,505	<b>\$48,490</b>	2025
<a href="#">La Cruz Habitat Protection Project Inc</a>	MN	\$278,899	Executive Director	\$104,146	<b>\$99,701</b>	2024
<a href="#">Amigos De El Yunque Inc</a>	PR	\$290,302	Executive Director	\$83,078	<b>\$85,532</b>	2023
<a href="#">Model Forest Policy Program</a>	ID	\$230,995	Executive Dir.	\$30,640	<b>\$31,579</b>	2024
<a href="#">West Virginia Forestry Association Inc</a>	WV	\$306,840	Executive Director	\$46,292	<b>\$49,994</b>	2023
<a href="#">Forest Bridges</a>	OR	\$309,199	Executive Director	\$118,347	<b>\$109,624</b>	2023
<a href="#">Treasure Valley Canopy Network Inc</a>	ID	\$214,161	Executive Director	\$52,734	<b>\$55,955</b>	2023
<a href="#">Silvix Resources</a>	OR	\$325,497	Executive Dir.	\$37,500	<b>\$34,736</b>	2023
<a href="#">Center For Responsible Forestry</a>	WA	\$332,103	Executive Director	\$50,704	<b>\$43,981</b>	2024
<a href="#">Bexar Branches Alliance Corp</a>	TX	\$192,856	Executive Director	\$24,636	<b>\$24,581</b>	2023
<a href="#">Olympic Forest Coalition</a>	WA	\$181,641	Executive Director	\$13,253	<b>\$11,835</b>	2023
<a href="#">Empire State Forest Products</a>	NY	\$354,366	Executive Di	\$105,430	<b>\$92,300</b>	2024
<a href="#">Reforest Our Future</a>	PA	\$370,424	Executive Director	\$12,000	<b>\$11,594</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

---

**PEER COUNT** 15 organizations. Compensation range \$11,594–\$109,624; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$266,223); for reference, expenses \$367,862 and assets \$127,028.

**ROLE MATCH** Melinda Jones, reported title "*BOARD MBR/EX*", 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	27 <sup>th</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	33 <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 (Melinda Jones) 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 15 similarly situated organizations (Same NTEE sector (C36), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,000 is reasonable (approximately the 33<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.