

# Community Living Corporation

Executive Director / CEO

EIN 383522521  
 MI · NTEE P80  
 FY ending 2024-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Annette Downey, Executive Director / CEO** (\$33,282) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61<sup>st</sup>** percentile of comparable organizations

within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P80).

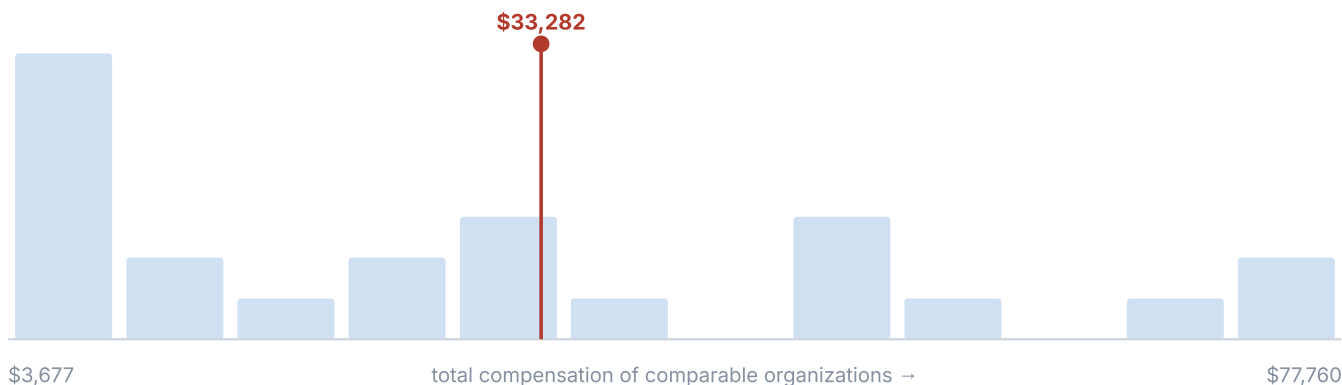
**BUDGET** Total revenue between \$5,135 and \$11,497 — 0.67x to 1.50x the subject's \$7,665 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

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

→ **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,593

\$9,494

\$25,198

\$47,896

\$64,561

**\$33,282**



## ■ 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="#">Mercy Ministries Inc</a>	SC	\$7,684	Director	\$38,000	<b>\$39,542</b>	2023
<a href="#">Greater Hood Community Development Corporation</a>	NY	\$7,800	Program Director	\$4,200	<b>\$3,677</b>	2024
<a href="#">Outfitters Incorporated</a>	IN	\$8,072	Executive Director	\$9,351	<b>\$9,308</b>	2025
<a href="#">Building People Power</a>	CA	\$8,368	Director	\$80,000	<b>\$66,927</b>	2024
<a href="#">Community Health Foundation Of</a>	MA	\$8,441	Executive Director	\$9,024	<b>\$7,856</b>	2024
<a href="#">Pasadena-foothill Valley Ywca</a>	CA	\$8,639	Chief Executive Officer	\$6,148	<b>\$5,296</b>	2023
<a href="#">Guyanese Diaspora Charity</a>	PA	\$8,732	President	\$16,000	<b>\$15,458</b>	2024
<a href="#">Noahh So Inc</a>	LA	\$6,464	Executive Director	\$10,978	<b>\$12,057</b>	2023
<a href="#">Reclamation And Restoration Ministries Inc</a>	LA	\$6,148	Chairman And Ceo	\$72,890	<b>\$77,760</b>	2024
<a href="#">Charles W Hoppy Adams Jr Foundation Inc</a>	MD	\$9,248	Chair/ceo	\$36,000	<b>\$32,608</b>	2024
<a href="#">Cooperative Resources Inc</a>	MN	\$9,391	Executive Director	\$49,980	<b>\$47,847</b>	2024
<a href="#">Hope For Tomorrow Foundation</a>	NY	\$9,595	Cfo	\$10,739	<b>\$9,679</b>	2023
<a href="#">Itasca Hospice Foundation</a>	MN	\$5,694	Executive Director	\$34,375	<b>\$33,879</b>	2023
<a href="#">Generations Restored Youth And Community Center Inc</a>	PA	\$9,650	Field Liaison	\$7,018	<b>\$6,780</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The British Home Life Services</a>	IL	\$5,679	Ceo	\$50,336	<b>\$47,944</b>	2024
<a href="#">The Way Home Adoption Inc</a>	TX	\$5,609	Program Director	\$75,500	<b>\$73,170</b>	2024
<a href="#">Woodcock Housing Foundation</a>	CA	\$9,871	Ceo	\$61,000	<b>\$52,540</b>	2023
<a href="#">The Reciprocity Foundation</a>	NY	\$5,443	—	\$18,750	<b>\$16,415</b>	2024
<a href="#">Fitzmaurice Community Services</a>	PA	\$9,975	Chair, Eff. 01-01-2024	\$25,163	<b>\$24,311</b>	2024
<a href="#">Crudup-ward Activity Center</a>	MS	\$10,615	Ceo	\$3,950	<b>\$4,262</b>	2024
<a href="#">The Hope Project Live Love Serve Inc</a>	NC	\$10,648	Director	\$55,040	<b>\$55,098</b>	2024
<a href="#">Distinct Abilities Childrens Center Inc</a>	TX	\$11,069	President	\$26,000	<b>\$25,198</b>	2024
<a href="#">Life Choice Solutions Inc</a>	MI	\$11,237	Chief Executive Officer	\$30,500	<b>\$31,401</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 23 organizations. Compensation range \$3,677–\$77,760; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$7,665); for reference, expenses \$5,422 and assets \$5,412.

**ROLE MATCH** Annette Downey, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 9 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	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	91 <sup>st</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 (Annette Downey) 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 23 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,282 is reasonable (approximately the 61<sup>st</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.