

Juniper Community Missions

Executive Director / CEO

EIN 452448517
 PA · NTEE P20
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **George A Losch, Executive Director / CEO** (\$16,800) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

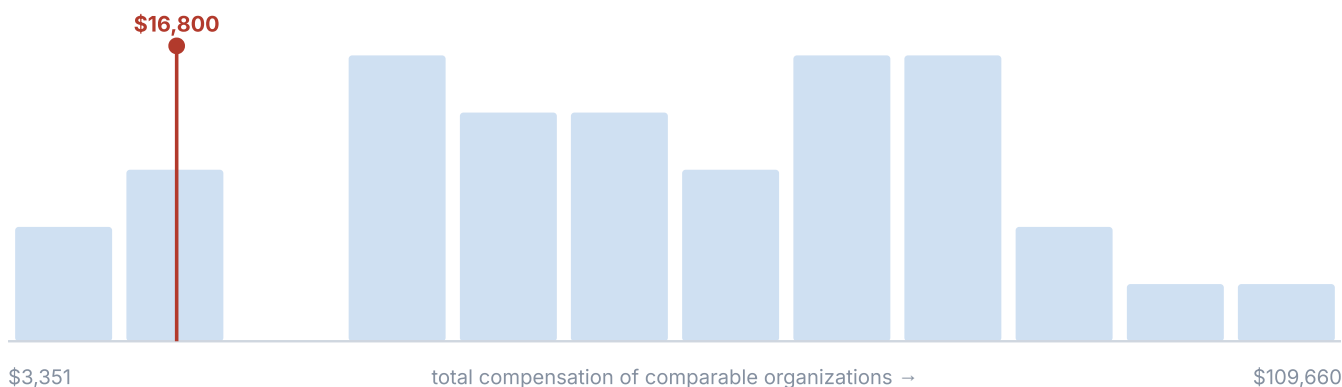
Benchmarked executive: George A Losch — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$141,164 and \$316,039 — 0.67x to 1.50x the subject's \$210,693 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + PA + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,879	\$35,834	\$55,500	\$75,614	\$84,874	\$16,800
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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 PA 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
Africa Dream Partnership	PA	\$212,338	Director, Employee	\$45,750	\$45,750	2023
Family Promise Of Lycoming County Inc	PA	\$213,923	Director	\$52,000	\$50,508	2024
The Long Short Road Inc	PA	\$207,159	President & Ceo	\$92,032	\$89,392	2024
The Arc Alliance Guardianship Services	PA	\$205,454	Executive Director	\$54,094	\$54,094	2023
Selfless Solutions Inc	PA	\$216,586	President	\$12,000	\$11,656	2024
Exeter Community Education Foundation	PA	\$219,893	Executive Director	\$31,000	\$30,111	2024
Supporting Area Families Everyday	PA	\$219,916	Executive Di	\$68,226	\$66,269	2024
Life Factors Ministries	PA	\$198,228	President	\$101,324	\$98,417	2024
Pa Fop Foundation	PA	\$197,602	Past Executive Director	\$16,000	\$15,541	2024
The Pointe	PA	\$224,391	Director	\$37,167	\$37,167	2023
Awaken Pittsburgh	PA	\$225,793	Founder & Executive Director	\$42,183	\$40,973	2024
Northeastern Area Social Service Center Of York Co	PA	\$234,654	Executive Director	\$47,459	\$47,459	2023
The Center For Positive Aging In	PA	\$235,861	Exec Directo	\$76,327	\$74,137	2024
Jada House International Inc	PA	\$235,879	Executive Dir.	\$60,567	\$60,567	2023
Healthy Steps Diaper Bank	PA	\$240,826	Executive Director	\$32,740	\$31,801	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project Cpr	PA	\$179,363	Pres	\$89,154	\$86,596	2024
Fiorenza's Food For Friends	PA	\$242,342	Executive Director	\$81,250	\$78,919	2024
Caitlin's Smiles Inc	PA	\$242,835	Founder/ceo	\$34,500	\$34,500	2023
Neighborhood Crusades Inc	PA	\$174,265	Director	\$33,100	\$33,100	2023
Westlanco Love Inc	PA	\$251,542	Executive Director	\$65,040	\$63,174	2024
The Simple Way	PA	\$253,264	Executive Di	\$20,818	\$20,221	2024
Bridge Of Hope Harrisburg Area	PA	\$259,996	Executive Director	\$81,743	\$77,351	2025
Thompson Social Services Inc	PA	\$261,381	President	\$74,700	\$72,557	2024
Strawberry Mansion Neighborhood Action Center	PA	\$263,930	Executive Director	\$79,368	\$77,091	2024
Don Mills Achievement Center	PA	\$266,361	Executive Director Through 12/31/2022	\$68,484	\$68,484	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 35 organizations. Compensation range \$3,351–\$109,660; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$210,693); for reference, expenses \$251,359 and assets \$738,591.

ROLE MATCH George A Losch, reported title "*PRESIDENT*", 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	11 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	11 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 (George A Losch) 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 35 similarly situated organizations (Same NTEE sector (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,800 is reasonable (approximately the 11th 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.