

Mens Challenge Of Alliance

Executive Director / CEO

EIN 454092477

OH · NTEE P80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Collins, Executive Director / CEO** (\$41,000) against **every comparable organization** that fit the selection criteria — **278** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Michelle Collins — reported title “CHAIRPERSON”, 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 (P80).
BUDGET	Total revenue between \$249,225 and \$557,968 — 0.67x to 1.50x the subject's \$371,979 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

278 organizations qualified on sector, size, and geography → **278** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,426	\$35,436	\$56,040	\$73,039	\$88,333	\$41,000
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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 OH 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
Wounded Heroes Fund Kern County	CA	\$371,752	Executive Dir.	\$64,690	\$52,740	2024
Spirit Open Equestrian Program Inc	VA	\$372,316	Executive Director	\$74,472	\$67,890	2024
Building Pathways Foundation	FL	\$372,524	Director	\$54,000	\$49,310	2023
Cancer Services Of Davidson County Inc	NC	\$372,760	Executive Director	\$68,538	\$68,837	2023
Chair-ity	OH	\$371,177	Executive Director	\$60,000	\$60,000	2024
Faith In Action Fremont County	IA	\$372,788	Data Manager/driver	\$28,656	\$29,624	2024
Shepherd Youth Ranch Inc	NC	\$373,391	Executive Di	\$37,800	\$37,966	2023
The Saddle Light Center	TX	\$369,556	President	\$47,794	\$45,139	2024
Care Center Ministries Missouri Inc	MO	\$374,406	Presidentlead Pastorexecuti	\$46,800	\$48,182	2023
Down Syndrome Assoc Of Pittsburgh	PA	\$369,176	Executive Di	\$41,818	\$39,373	2024
Lake Trust Credit Union Foundation	MI	\$375,055	Board Of Directors, President	\$356,617	\$357,796	2023
Avalon Center	IA	\$375,270	Executive Di	\$88,756	\$94,465	2023
Connecticut Elks Association	CT	\$367,008	Secretary	\$3,000	\$2,735	2023
All Aboard Of America 1	WA	\$366,509	Executive Director	\$52,980	\$44,784	2024
Heal Africa Usa	WI	\$366,234	Executive Director	\$20,000	\$19,721	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Spectrum Ringwood Apartments Inc	NJ	\$364,915	President/ceo	\$54,495	\$45,938	2024
Strides To Success Inc	IN	\$380,636	Executive Director	\$46,848	\$46,645	2024
Oklahomans For Independent Living	OK	\$380,925	Executive Di	\$69,432	\$72,184	2024
Paradox Sports	CO	\$362,677	Executive Director	\$94,500	\$88,080	2023
Maximum Accessible Housing - Sheffield	OH	\$383,291	President	\$24,629	\$24,629	2024
Creede Early Learning Center	CO	\$360,015	Executive Di	\$62,807	\$56,861	2024
Rio Association Inc	OH	\$384,063	Director	\$63,343	\$65,214	2023
Forest Ridge Manor Inc	TN	\$359,832	Secretary	\$26,880	\$26,677	2024
House Of The Good Shepherd Of	TN	\$359,671	Executive Di	\$90,516	\$92,485	2023
Friends Of Club 21	CO	\$384,436	Ceo	\$60,000	\$54,320	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 278 organizations. Compensation range \$573–\$357,796; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$371,979); for reference, expenses \$252,805 and assets \$345,539.

ROLE MATCH	Michelle Collins, reported title " <i>CHAIRPERSON</i> ", 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.
RELATED-ORG PAY	23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	31 st
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	35 th
All sources (D + E + F), adjusted	27 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 (Michelle Collins) 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 278 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,000 is reasonable (approximately the 31st 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.