

# Project R12

Executive Director / CEO

This analysis benchmarks the total compensation of **Clint Moseley, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **215** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

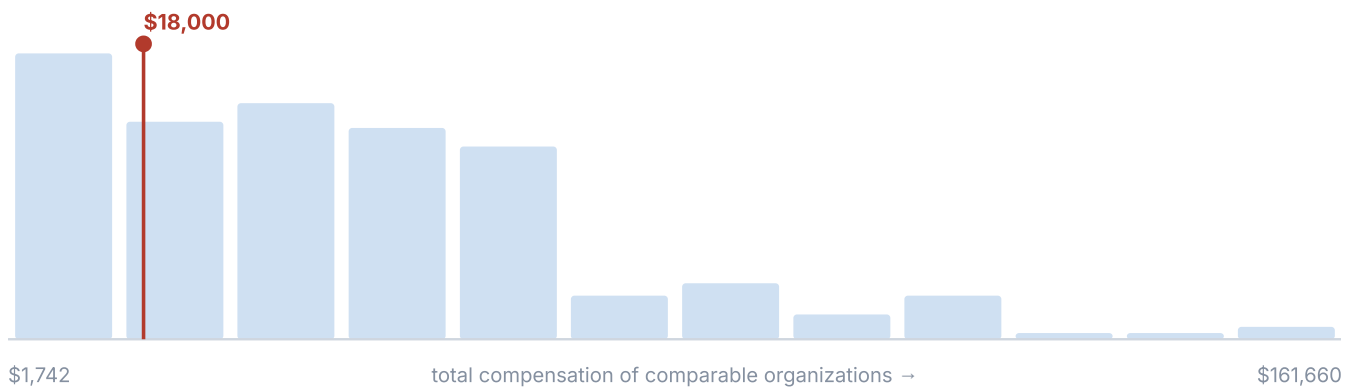
**Benchmarked executive:** Clint Moseley — reported title “CO-FOUNDER P”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$191,810 and \$429,426 — 0.67x to 1.50x the subject's \$286,284 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**215** organizations qualified on sector, size, and geography → **215** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,292	\$19,832	\$37,214	\$56,512	\$82,877	<b>\$18,000</b>
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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 TN 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="#">Zimele Usa A Nj Nonprofit Corporation</a>	NJ	\$285,114	Executive Director	\$50,417	<b>\$42,824</b>	2024
<a href="#">Afghan Literacy Foundation</a>	CA	\$284,594	Executive Director	\$13,000	<b>\$10,679</b>	2024
<a href="#">Gc Ministries Inc</a>	NC	\$289,428	Officer	\$56,000	<b>\$56,674</b>	2023
<a href="#">Adf Haiti Inc</a>	FL	\$282,705	Ceo	\$30,750	<b>\$28,293</b>	2023
<a href="#">The Sacred Portion Childrens Outreach Inc</a>	MT	\$282,420	Treasurer	\$20,820	<b>\$21,982</b>	2023
<a href="#">Wide Awake International Inc</a>	OR	\$280,485	President	\$30,000	<b>\$26,504</b>	2024
<a href="#">Mobilization Resources</a>	AL	\$292,269	Executive Director	\$22,000	<b>\$22,611</b>	2024
<a href="#">Waypoint Relief</a>	MD	\$280,283	President	\$132,000	<b>\$120,872</b>	2023
<a href="#">Gideon Brothers Mission World</a>	WA	\$280,099	President	\$48,344	<b>\$42,393</b>	2023
<a href="#">Friends Of St Bartholomew's</a>	NJ	\$278,831	Vp/secretary	\$12,500	<b>\$10,618</b>	2024
<a href="#">Sanitation And Health Rights In India</a>	LA	\$295,850	Founding Dir.	\$48,500	<b>\$50,807</b>	2024
<a href="#">Universal Promise</a>	RI	\$276,299	Director	\$83,600	<b>\$78,515</b>	2023
<a href="#">Onmission Partners</a>	CA	\$275,568	Ceo & Secret	\$30,000	<b>\$25,373</b>	2023
<a href="#">Innovative Education International Inc</a>	IN	\$274,955	Executive Director	\$21,000	<b>\$21,690</b>	2023
<a href="#">Rise Together International Inc</a>	NC	\$299,336	President	\$16,200	<b>\$16,395</b>	2023
<a href="#">The Baobab Home</a>	NJ	\$272,610	Founding Director Ceo	\$55,020	<b>\$46,734</b>	2024
<a href="#">Pastoralist Child Foundation</a>	NJ	\$299,989	President	\$6,375	<b>\$5,415</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Upright Africa Inc</a>	TX	\$272,522	Officer/founder	\$34,046	<b>\$33,357</b>	2023
<a href="#">Chalice Of Mercy Inc</a>	WI	\$272,231	President	\$55,836	<b>\$55,476</b>	2024
<a href="#">Restoring Hope International Inc</a>	IA	\$301,869	Director	\$58,605	<b>\$61,047</b>	2024
<a href="#">Isaacs Dream Inc</a>	MO	\$270,534	President	\$2,000	<b>\$2,015</b>	2024
<a href="#">Water &amp; Light</a>	OR	\$302,240	President	\$51,755	<b>\$45,724</b>	2024
<a href="#">Gocare Inc</a>	CA	\$302,675	President	\$44,000	<b>\$37,214</b>	2023
<a href="#">Rural Orphan's And Widows Aids Network</a>	CO	\$303,168	President	\$14,588	<b>\$13,308</b>	2024
<a href="#">Cure Glaucoma Foundation</a>	TX	\$267,724	Exec Dir/treas	\$25,738	<b>\$24,493</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	215 organizations. Compensation range \$1,742–\$161,660; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$286,284); for reference, expenses \$371,312 and assets \$25,069.
ROLE MATCH	Clint Moseley, reported title " <i>CO-FOUNDER P</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	23 <sup>rd</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	24 <sup>th</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 (Clint Moseley) 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 13, 2026, comparing compensation against 215 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 24<sup>th</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 13, 2026.