

Stand With Trans

Executive Director / CEO

This analysis benchmarks the total compensation of **Rosalind Keith, Executive Director / CEO** (\$92,003) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

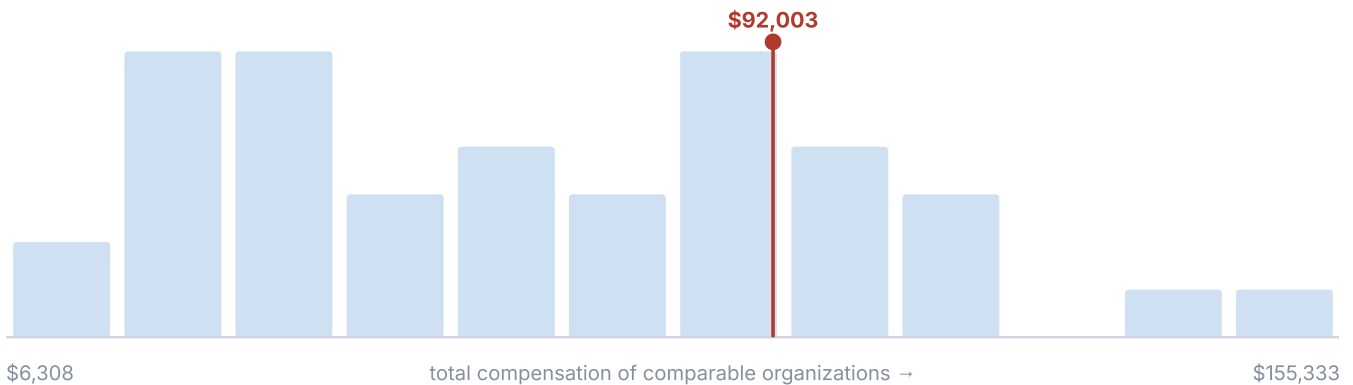
Benchmarked executive: Rosalind Keith — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$332,441 and \$744,273 — 0.67x to 1.50x the subject's \$496,182 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MI + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,600	\$38,784	\$63,638	\$90,945	\$108,431	\$92,003
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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 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
Oaks Village	MI	\$517,474	Secretary	\$35,100	\$42,546	2020
Lfe Leaders Inc	MI	\$519,240	Executive Di	\$83,345	\$83,345	2024
Reaching Higher Inc	MI	\$520,621	Director	\$63,638	\$63,638	2024
Washtenaw Care-based Safety	MI	\$464,147	Co-director	\$112,800	\$112,800	2024
National Association Of Yemeni	MI	\$536,251	President	\$102,417	\$105,442	2023
Living With Communities	MI	\$450,129	President	\$6,127	\$6,308	2023
Compassionate Ministries Of Jackson	MI	\$544,258	Executive Di	\$90,329	\$88,001	2025
Better Wiser Stronger Inc	MI	\$447,400	Executive Director	\$28,800	\$29,651	2023
St Suzanne Code Rouge Community	MI	\$443,052	Project Dire	\$39,192	\$40,350	2023
Vox United	MI	\$550,376	President	\$115,086	\$115,086	2024
Jompeame Foundation	MI	\$437,164	President	\$27,000	\$27,000	2024
Outreach East	MI	\$555,210	Executive Director	\$55,580	\$54,147	2025
Harvest Retreat Drop-in Center Inc	MI	\$427,316	President	\$17,500	\$17,500	2024
The Diaper Alliance Inc	MI	\$422,285	Interim Dire	\$30,000	\$30,886	2023
Realism Is Loyalty	MI	\$573,281	President	\$91,889	\$91,889	2024
Vessel For Arts	MI	\$416,992	President And Executive Director	\$88,500	\$86,219	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South End Community Outreach Ministries	MI	\$576,176	Current Executive Director	\$38,077	\$37,096	2025
Confident Sole	MI	\$411,963	Executive Di	\$90,000	\$90,000	2024
Healthy House	MI	\$582,247	Ceo	\$80,512	\$80,512	2024
Dream Centers Of Michigan	MI	\$590,125	Executive Director	\$64,174	\$62,520	2025
Love Inc Of The Greater Livingston	MI	\$392,813	Executive Di	\$44,577	\$45,894	2023
Macomb County Interfaith Volunteer Caregivers	MI	\$602,100	Executive Director	\$75,317	\$75,317	2024
Clara's Hope	MI	\$372,046	Founder & Director	\$20,514	\$20,514	2024
Core City Neighborhoods Inc	MI	\$368,318	Executive Director	\$39,327	\$39,327	2024
Great Lakes Bay Foundation	MI	\$624,671	President	\$79,200	\$79,200	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.

■ Sample, role match & sensitivity

PEER COUNT	39 organizations. Compensation range \$6,308–\$155,333; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$496,182); for reference, expenses \$501,911 and assets \$216,737.
ROLE MATCH	Rosalind Keith, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	77 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	72 nd

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 (Rosalind Keith) 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 39 similarly situated organizations (Same NTEE sector (P20) + MI + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,003 is reasonable (approximately the 77th 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.