

# Mosaic Inter-faith Ministries

Executive Director / CEO

EIN 473255451

UT · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rev Dr Leslie Whited, Executive Director / CEO** (\$42,086) against **every comparable organization** that fit the selection criteria — **472** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

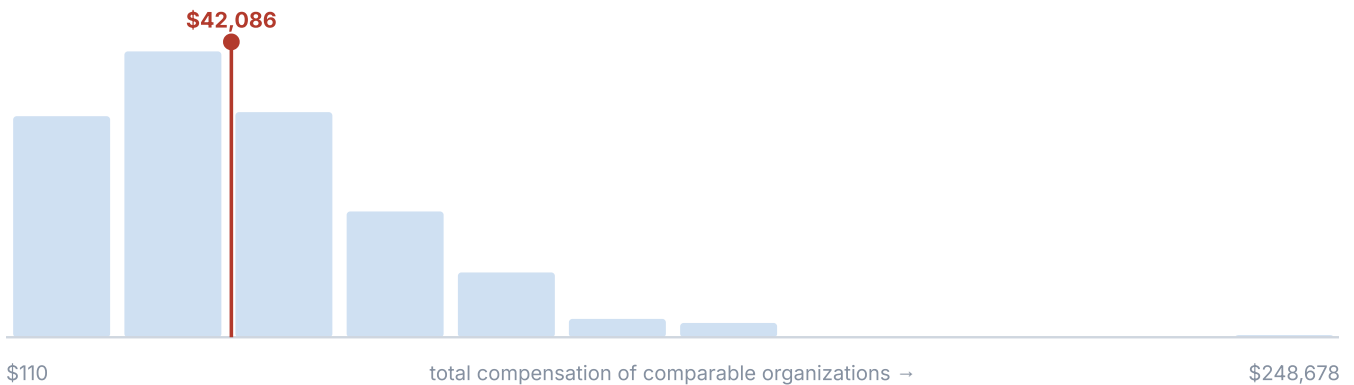
**Benchmarked executive:** Rev Dr Leslie Whited — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

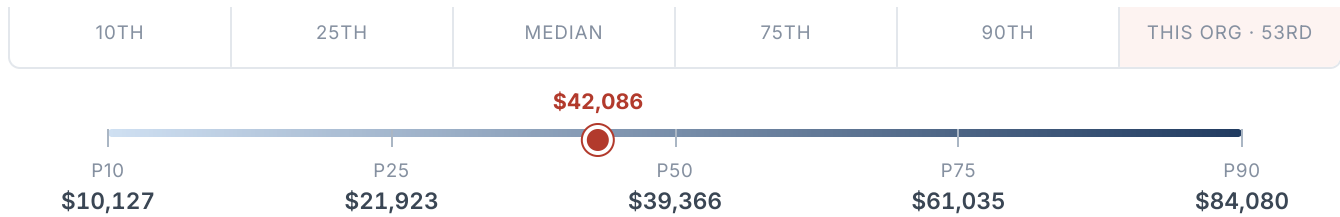
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$105,420 and \$236,016 — 0.67x to 1.50x the subject's \$157,344 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**472** organizations qualified on sector, size, and geography → **472** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,127	\$21,923	\$39,366	\$61,035	\$84,080	\$42,086
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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 UT 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="#">Girls On The Run Birmingham</a>	AL	\$157,440	Executive Dir.	\$35,313	<b>\$36,314</b>	2025
<a href="#">Pine Lake Community Club Inc</a>	WA	\$157,055	Operations Director	\$36,000	<b>\$31,492</b>	2024
<a href="#">Strasburg Lions Club</a>	ND	\$156,806	Gaming Manager	\$24,700	<b>\$25,801</b>	2025
<a href="#">Loving Hands Ministries Inc</a>	GA	\$157,947	Director	\$29,035	<b>\$28,525</b>	2024
<a href="#">Interrwellness Retreat Center Inc</a>	TX	\$156,721	President	\$23,000	<b>\$22,479</b>	2024
<a href="#">Shepherds Of Love Ministries Inc</a>	OK	\$158,011	President/di	\$51,042	<b>\$54,915</b>	2024
<a href="#">Consortium For Executive Objectives</a>	NJ	\$156,501	Executive Director	\$36,000	<b>\$31,405</b>	2024
<a href="#">All Babies Cherished Inc</a>	NY	\$158,208	Executive Director	\$29,584	<b>\$26,120</b>	2024
<a href="#">Local 338 Charities Inc</a>	NY	\$156,060	Chairman	\$51,727	<b>\$47,019</b>	2023
<a href="#">Selah Mountain Ranch</a>	CO	\$156,045	Director	\$47,911	<b>\$44,887</b>	2024
<a href="#">Henry Fork Service Center</a>	VA	\$156,026	Executive Director	\$44,000	<b>\$42,736</b>	2023
<a href="#">Alabama Asset Building Coalition</a>	AL	\$155,889	Executive Director	\$85,625	<b>\$93,051</b>	2023
<a href="#">Reaching 360</a>	TN	\$158,822	President	\$84,800	<b>\$89,665</b>	2023
<a href="#">The Bass Foundation Inc</a>	NJ	\$155,859	Executive Director	\$58,542	<b>\$51,070</b>	2024
<a href="#">Jacob's Well</a>	NE	\$155,773	Executive Di	\$44,100	<b>\$46,344</b>	2024
<a href="#">Healthy Living Systems Inc</a>	CO	\$155,421	Executive Project Director	\$29,050	<b>\$27,216</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mudcastle</a>	MN	\$154,581	President	\$13,500	<b>\$15,087</b>	2021
<a href="#">Flourish Ministries Inc</a>	CA	\$160,448	President	\$89,347	<b>\$77,608</b>	2023
<a href="#">Arts In Action Inc</a>	WV	\$153,275	Director	\$14,167	<b>\$14,987</b>	2024
<a href="#">Hub Homeless Services Inc</a>	WI	\$153,094	Executive Director	\$44,040	<b>\$46,266</b>	2023
<a href="#">Catalyst Center Inc</a>	KY	\$152,772	Excutive Director	\$30,750	<b>\$32,279</b>	2024
<a href="#">Shepherd Place Inc</a>	KY	\$152,670	Executive Director	\$62,966	<b>\$66,097</b>	2024
<a href="#">Danville Police Association</a>	IL	\$162,163	Secretary	\$288	<b>\$285</b>	2023
<a href="#">Timothy's Ministry</a>	IL	\$162,217	Director	\$91,340	<b>\$87,738</b>	2024
<a href="#">The River Fund Maine</a>	ME	\$152,458	Executive Director	\$75,000	<b>\$73,378</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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** 472 organizations. Compensation range \$110–\$248,678; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$157,344); for reference, expenses \$144,271 and assets \$13,073.

**ROLE MATCH** Rev Dr Leslie Whited, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 11 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	53 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	53 <sup>rd</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	49 <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 (Rev Dr Leslie Whited) 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 472 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,086 is reasonable (approximately the 53<sup>rd</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.