

Michigan Faith In Action

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Eileen Hayes, Executive Director / CEO** (\$61,700) against **every comparable organization** that fit the selection criteria — **99** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

Benchmarked executive: Eileen Hayes — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S31).

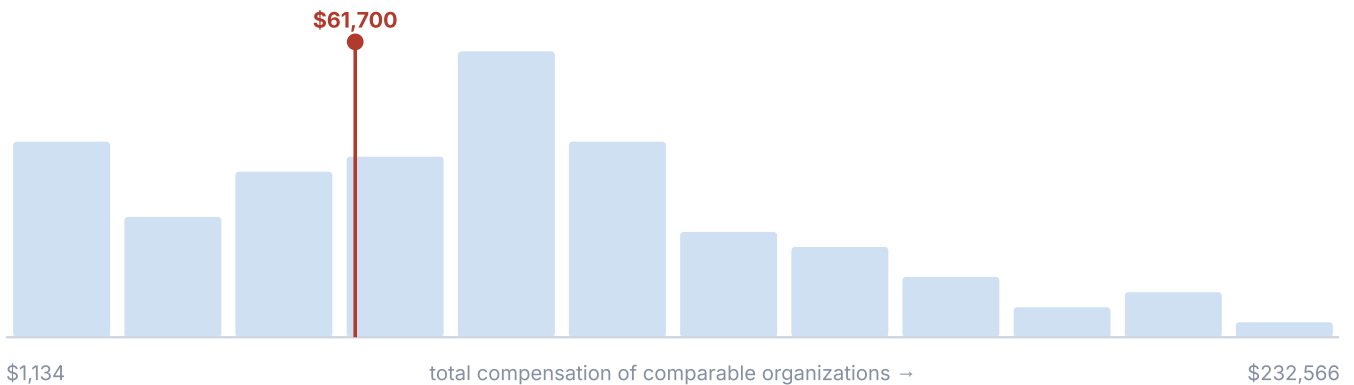
BUDGET Total revenue between \$300,802 and \$673,438 — 0.67x to 1.50x the subject's \$448,959 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S31), nationwide + budget 0.67–1.5x revenue.

99 organizations qualified on sector, size, and geography

→ **99** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,357	\$46,389	\$81,661	\$114,852	\$154,623	\$61,700
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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
Pyramid Community Development Corporatio	OH	\$448,140	Executive Direcotr	\$38,514	\$39,521	2024
University District Development Associat	WA	\$449,817	Ceo - Officer	\$139,201	\$120,743	2024
Certified Development Corporation	SC	\$447,388	Director	\$1,875	\$1,895	2024
Central Region Innovation And	KY	\$450,611	Executive Director	\$48,082	\$51,526	2023
Vibe District Virginia Beach	VA	\$446,533	Executive Director	\$91,406	\$85,506	2024
Bayview Community Development Corp	CA	\$453,216	Vice Chairman	\$12,000	\$10,039	2024
Pemiscot County Initiative Network	MO	\$441,365	Director	\$52,977	\$52,960	2025
Lowell Development & Financial Corp	MA	\$458,536	Executive Di	\$151,318	\$131,739	2024
Conyers Rockdale Economic Deve	GA	\$436,100	Exec Director	\$125,750	\$126,117	2023
Fly Sun Valley Alliance Inc	ID	\$427,621	Executive Di	\$135,752	\$139,911	2024
Downtown Pkb Inc	WV	\$423,548	Executive Di	\$66,121	\$69,361	2024
Dania Economic Development Corp Inc	FL	\$474,716	Executive Director	\$92,065	\$89,804	2022
Avatar Non-profit Inc	FL	\$475,621	President	\$5,000	\$4,551	2024
Menomonee Valley Partners Inc	WI	\$420,413	Executive Director	\$105,614	\$110,019	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chico Economic Planning Corporation	CA	\$417,941	Executive Director	\$104,004	\$89,579	2023
Burlington Community Development Corp	VT	\$415,198	President	\$19,449	\$19,526	2023
Tacony Community Development Corpor	PA	\$414,614	Interim Executive Director	\$55,846	\$53,956	2024
Midlands Latino Community Development	NE	\$483,552	Executive Director	\$112,800	\$121,014	2023
Rolland Curtis Commercial Qalicb Inc	CA	\$413,513	President	\$29,689	\$24,838	2024
The Peoples Place Inc	CT	\$412,013	Executive Director	\$50,769	\$46,118	2024
Waipahu Community Association	HI	\$411,945	Executive Dir.	\$50,000	\$43,370	2024
Yonkers South Broadway District Management Association Inc	NY	\$411,834	Executive Director	\$81,304	\$73,281	2023
West Broadway Business And Area Coalition	MN	\$406,331	Executive Director	\$93,521	\$89,529	2024
Craft3 Future Fund	OR	\$405,349	President	\$31,950	\$29,595	2023
Colorado Thrives	CO	\$497,226	Executive Director	\$170,630	\$158,514	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	99 organizations. Compensation range \$1,134–\$232,566; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$448,959); for reference, expenses \$286,570 and assets \$497,667.
ROLE MATCH	Eileen Hayes, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	34 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	23 rd

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 (Eileen Hayes) 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 99 similarly situated organizations (Same NTEE sector (S31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,700 is reasonable (approximately the 34th 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.