

Choices Resource Center

Executive Director / CEO

EIN 621512619

TN · NTEE E42

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Malissa A Mocsari, Executive Director / CEO** (\$63,826) against **every comparable organization** that fit the selection criteria — **1262** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Malissa A Mocsari — reported title “Director”, 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 (E42).
BUDGET	Total revenue between \$297,264 and \$665,517 — 0.67x to 1.50x the subject's \$443,678 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,262 organizations qualified on sector, size, and geography → **1,262** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$14,344	\$33,942	\$57,618	\$83,930	\$123,115	\$63,826
----------	----------	----------	----------	-----------	-----------------



● 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
Partners For Healing Inc	TN	\$443,585	Executive Di	\$48,340	\$46,953	2024
Arlington Retirement Housing	VA	\$443,495	Executive Director	\$168,520	\$150,356	2024
Adom Health Foundation Inc	FL	\$443,966	Executive Director	\$81,512	\$70,758	2024
Muskegon Pregnancy Services	MI	\$443,363	Executive Di	\$57,287	\$54,639	2024
American Society Of Law Medicine	MA	\$443,307	Executive Dir.	\$125,683	\$104,363	2024
Bethany Manor Foundation Inc	CA	\$444,117	Executive Dir.	\$39,556	\$32,495	2023
Clinica Medical Nuestra Senora De	OR	\$444,135	Administrator	\$54,450	\$46,725	2024
Mobile Healthcare Providers Northwest	WA	\$443,152	President & Ceo	\$65,240	\$55,568	2023
Crescentcare Holdings Inc	LA	\$444,667	Ceo	\$52,094	\$53,006	2024
Jamesville Community Ems & Rescue	NC	\$444,840	President	\$25,286	\$24,143	2024
Pittsburgh Regional Healthcare	PA	\$444,909	President, Ceo	\$50,906	\$46,910	2024
Hanson House Foundation Inc	CA	\$445,045	Executive Dir.	\$55,086	\$45,253	2023
Southwest Louisiana Hospital Association	LA	\$445,063	Board Member	\$23,777	\$24,908	2023
Senior Housing And Resource Management	SC	\$441,998	Executive Director	\$128,077	\$120,286	2025
Lake Plains Community Care Network Inc	NY	\$441,901	Ceo	\$83,218	\$71,540	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Milwaukee Community Acupuncture Inc	WI	\$441,890	President	\$56,167	\$55,805	2023
Santa Fe Birth Center	NM	\$445,687	President	\$2,700	\$2,684	2024
Savie Health	CA	\$441,661	Executive Director	\$68,233	\$54,444	2024
Yoakum Community Hospital Foundation	TX	\$441,581	Ex-officio	\$35,104	\$33,407	2023
Cameron County Ambulance Service Inc	PA	\$441,108	Executive Director	\$52,524	\$49,830	2023
Albert Schweitzer Fellowship Houston-galveston	TX	\$446,300	Executive Director	\$22,863	\$21,133	2024
Restoration House Wnc	NC	\$440,895	Executive Director	\$49,333	\$47,103	2024
Barlow Foundation	CA	\$446,546	President & Ceo	\$31,210	\$24,904	2024
San Joaquin Valley Free Medical Clinic And Needle Exchange	CA	\$446,572	President	\$42,226	\$34,688	2023
Fort Memorial Hospital Foundation Inc	WI	\$440,717	Assistant Treasurer	\$49,391	\$47,665	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 2023 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.

Sample, role match & sensitivity

PEER COUNT **1262** organizations. Compensation range \$17–\$3,025,206; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$443,678); for reference, expenses \$461,498 and assets \$455,882.
ROLE MATCH	Malissa A Mocsari, reported title " <i>Director</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	289 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	57 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	56 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	39 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 (Malissa A Mocsari) 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 1262 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,826 is reasonable (approximately the 56th 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.