

Gulf Coast Education Initiative

Executive Director / CEO

EIN 640888100

MS · NTEE B99

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Dr Christine Moseley, Executive Director / CEO** (\$96,552) against **every comparable organization** that fit the selection criteria — **425** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

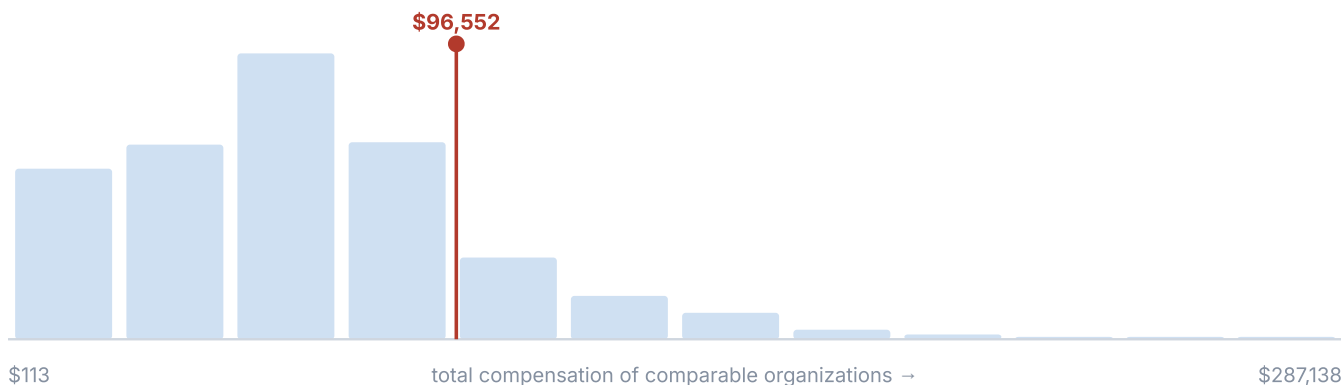
Benchmarked executive: Dr Christine Moseley — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$315,478 and \$706,296 — 0.67x to 1.50x the subject's \$470,864 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

425 organizations qualified on sector, size, and geography → **425** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,089	\$36,400	\$60,625	\$83,576	\$115,810	\$96,552
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
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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 MS 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
Coongie	CA	\$470,846	Treasurer/ed	\$11,111	\$8,869	2023
Housecon	TX	\$473,937	Program Director	\$57,413	\$53,089	2023
National Association State Directors Of	MD	\$474,548	Executive Director	\$110,000	\$89,957	2025
Paramedic Resources Inc	CA	\$474,692	Board Member	\$13,000	\$10,079	2024
American Association Of Bovine	OH	\$466,561	Executive Di	\$50,248	\$49,196	2023
Georgia Coalition For Higher	GA	\$466,026	Co-exec Dire	\$123,476	\$108,600	2025
Lancaster County Academy	PA	\$475,803	Program Director	\$97,586	\$89,958	2023
Hawkquest	CO	\$465,359	Executive Di	\$110,475	\$95,113	2024
The Conscious Kid	CA	\$465,081	Executive Dir.	\$135,000	\$104,667	2024
Steamimagine	VA	\$464,600	President	\$20,000	\$17,339	2024
Una Vida Esta Vida	CA	\$464,152	President	\$14,500	\$11,242	2024
Vocation Ministry	TX	\$477,577	President	\$84,167	\$77,827	2023
African American Officers Development Network	GA	\$477,826	Ceo	\$105,310	\$95,073	2024
The Teachers Lounge Inc	MA	\$463,525	Executive Director	\$87,502	\$72,686	2023
New England Preparatory School	MA	\$462,462	Communicatio	\$22,038	\$18,306	2023
Prairie Stem	NE	\$480,488	Executive Director	\$53,846	\$52,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Acpa Research & Education Foundation	TX	\$480,585	Acpa President	\$33,724	\$30,289	2024
Elevate Dallas	TX	\$461,045	Executive Di	\$22,300	\$20,029	2024
Arbutus Folk School	WA	\$460,522	Executive Di	\$51,093	\$41,072	2024
Upper Valley Trails Alliance	VT	\$460,319	Executive Di	\$79,508	\$71,854	2024
Heritage Museum Of Asian Art	IL	\$459,798	Treasurer	\$62,500	\$55,169	2024
Communities In Schools	NC	\$459,583	Executive Dir.	\$58,102	\$55,495	2023
The City Club	WA	\$482,574	Executive Director	\$135,000	\$108,522	2024
Global Education Center	TN	\$458,936	Executive Director	\$44,400	\$40,824	2025
Science And Entrepreneurship Exchange	IL	\$458,706	Secretary	\$73,655	\$66,937	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 425 organizations. Compensation range \$113–\$287,138; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$470,864); for reference, expenses \$453,524 and assets \$1,358,603.

ROLE MATCH Dr Christine Moseley, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 13 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	83 rd
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	77 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 (Dr Christine 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 9, 2026, comparing compensation against 425 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,552 is reasonable (approximately the 83rd 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.