

Positive Vibe Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Michele Jones, Executive Director / CEO** (\$57,541) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

Benchmarked executive: Michele Jones — 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 (E11).

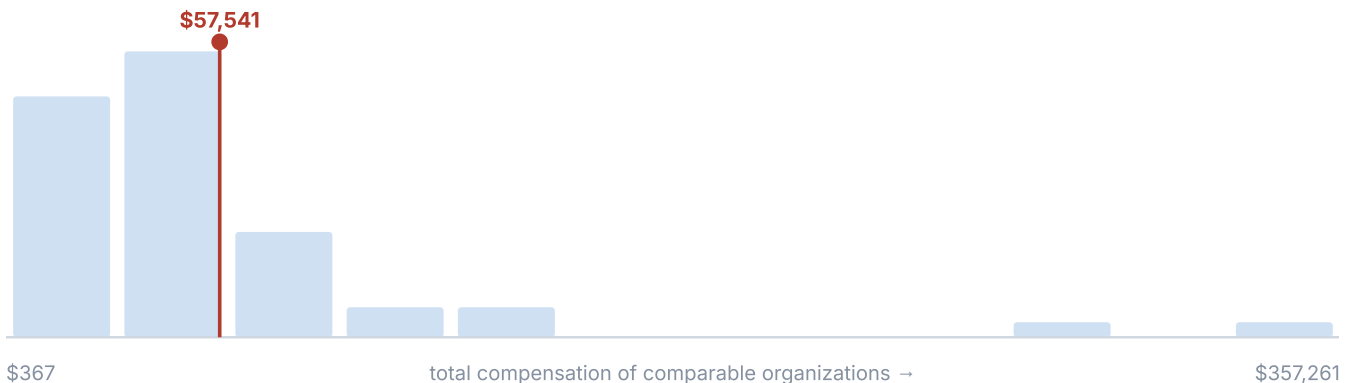
BUDGET Total revenue between \$99,937 and \$223,740 — 0.67x to 1.50x the subject's \$149,160 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography

→ **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,029	\$23,185	\$44,212	\$67,494	\$110,268	\$57,541
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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 VA 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
Pchg Support Corporation	FL	\$149,095	Treasurer	\$58,374	\$56,795	2024
Prairie Du Chien Memorial Hospital	WI	\$147,850	Chief Development Officer	\$78,045	\$86,909	2023
Medical Staff Of Sinai Hospital	MD	\$145,227	President	\$30,000	\$29,048	2024
Sleepy Eye Healthcare Foundation	MN	\$153,932	Treasurer (Hospital Ceo)	\$38,880	\$39,789	2024
Ten Garofalo Street Corporation	MA	\$142,992	President & Ceo	\$54,612	\$50,827	2024
The Auxiliary Of St Joseph's Hospital	NY	\$155,752	Director; Vp Foundation	\$41,334	\$39,826	2023
Carson Valley Health Foundation	NV	\$156,053	Executive Director	\$55,659	\$57,782	2024
Margaretville Health Foundation	NY	\$141,705	Ceo (Effective 6/23)	\$80,777	\$77,830	2023
Camp Hope Foundation	IL	\$140,964	Executive Director	\$70,000	\$73,380	2023
Baum Harmon Mercy Hospital And Clinics	IA	\$140,566	Vp Finance Mercyone Siouxland	\$45,662	\$53,311	2023
Rooks County Healthcare Endowment Association	KS	\$161,620	Director/treasurer	\$3,714	\$4,156	2024
Beth Israel Medical Center Foundation Inc	NY	\$135,763	Trustee/treasurer	\$88,291	\$82,629	2024
Madelia Health Foundation	MN	\$135,734	Mh Ceo	\$54,872	\$56,155	2024
Christian Health Care Center Foundation	WA	\$135,231	Executive Administrator	\$9,022	\$8,366	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Gmh Property Holdings Inc	FL	\$133,952	President & Secretary	\$30,830	\$29,996	2024
Ely Health And Hospital Foundation	MN	\$132,278	Ceo	\$43,202	\$44,212	2024
The Memorial Hospital Of Craig	CO	\$131,699	Executive Dir.	\$29,623	\$29,419	2024
Greg Eble-petromart Memorial Foundation	MO	\$131,364	Chair	\$27,966	\$31,583	2023
Consolata Healthcare Foundation	TX	\$168,088	Executive Dir.	\$17,500	\$18,666	2023
Aaf Community Health Foundation	TX	\$169,890	President & Ceo	\$47,205	\$50,349	2023
Gerald Champion Regional Medical Center	NM	\$127,709	President	\$44,463	\$49,529	2024
Licking Memorial Twigs	OH	\$127,568	Hospital Liaison	\$21,529	\$23,616	2024
St Luke Hospital Foundation	KS	\$171,388	Exec Dir - T	\$328	\$367	2024
Cherrybell Holdings Inc	AZ	\$124,352	Ceo	\$50,792	\$52,085	2023
Bigfork Valley Foundation	MN	\$123,080	Executive Dir.	\$19,875	\$20,940	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 **48** organizations. Compensation range \$367–\$357,261; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$149,160); for reference, expenses \$210,963 and assets \$150,349. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michele Jones, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	71 st
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	13 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 (Michele Jones) 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 48 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,541 is reasonable (approximately the 71st 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.