

Jompeame Foundation

Executive Director / CEO

EIN 853453062

MI · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katherine Motyka, Executive Director / CEO** (\$27,000) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

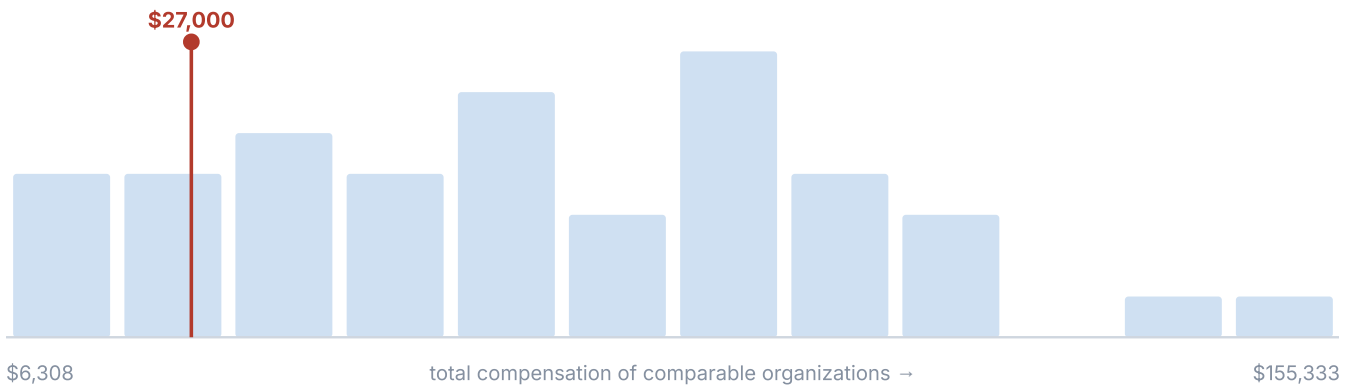
Benchmarked executive: Katherine Motyka — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

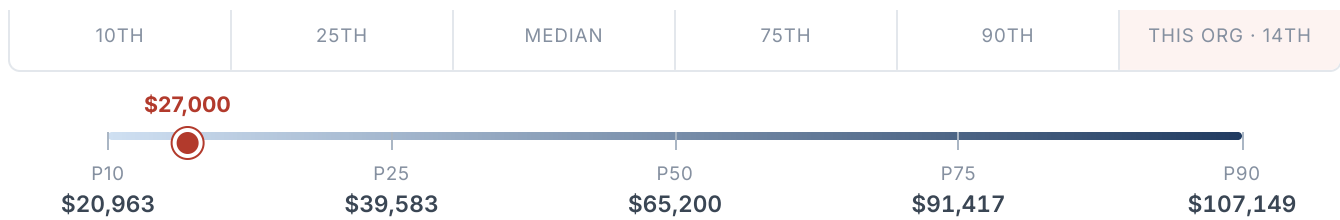
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$292,899 and \$655,746 — 0.67x to 1.50x the subject's \$437,164 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MI + budget 0.67–1.5x revenue.

42 organizations qualified on sector, size, and geography → **42** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,963	\$39,583	\$65,200	\$91,417	\$107,149	\$27,000
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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
St Suzanne Code Rouge Community	MI	\$443,052	Project Dire	\$39,192	\$40,350	2023
Harvest Retreat Drop-in Center Inc	MI	\$427,316	President	\$17,500	\$17,500	2024
Better Wisser Stronger Inc	MI	\$447,400	Executive Director	\$28,800	\$29,651	2023
Living With Communities	MI	\$450,129	President	\$6,127	\$6,308	2023
The Diaper Alliance Inc	MI	\$422,285	Interim Dire	\$30,000	\$30,886	2023
Vessel For Arts	MI	\$416,992	President And Executive Director	\$88,500	\$86,219	2025
Confident Sole	MI	\$411,963	Executive Di	\$90,000	\$90,000	2024
Washtenaw Care-based Safety	MI	\$464,147	Co-director	\$112,800	\$112,800	2024
Love Inc Of The Greater Livingston	MI	\$392,813	Executive Di	\$44,577	\$45,894	2023
Stand With Trans	MI	\$496,182	Executive Director	\$92,003	\$92,003	2024
Clara's Hope	MI	\$372,046	Founder & Director	\$20,514	\$20,514	2024
Core City Neighborhoods Inc	MI	\$368,318	Executive Director	\$39,327	\$39,327	2024
Soaring Unlimited	MI	\$362,396	Executive Director	\$38,240	\$38,240	2024
Residents In Action Llc	MI	\$361,832	Executive Di	\$25,000	\$25,000	2024
Education For Liberation Network	MI	\$358,855	Executive Dir.	\$91,036	\$93,725	2023
Oaks Village	MI	\$517,474	Secretary	\$35,100	\$42,546	2020

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Life Line Ministries No 2	MI	\$356,049	President	\$54,096	\$54,096	2024
Lfe Leaders Inc	MI	\$519,240	Executive Di	\$83,345	\$83,345	2024
Reaching Higher Inc	MI	\$520,621	Director	\$63,638	\$63,638	2024
Southeastern Dispute Resolution Ser	MI	\$343,767	Executive Director	\$93,712	\$93,712	2024
Tomas Venture Residence Ltd	MI	\$343,563	President	\$99,424	\$102,361	2023
National Association Of Yemeni	MI	\$536,251	President	\$102,417	\$105,442	2023
The Human Utility	MI	\$335,162	Executive Director	\$138,080	\$142,159	2023
Compassionate Ministries Of Jackson	MI	\$544,258	Executive Di	\$90,329	\$88,001	2025
Mi Work Matters	MI	\$329,101	Executive Di	\$68,077	\$68,077	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	42 organizations. Compensation range \$6,308–\$155,333; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$437,164); for reference, expenses \$437,164 and assets \$42,402.
ROLE MATCH	Katherine Motyka, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	12 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 (Katherine Motyka) 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 42 similarly situated organizations (Same NTEE sector (P20) + MI + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,000 is reasonable (approximately the 14th 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.