

Mosaic Community Builders Inc

Executive Director / CEO

EIN 883200714
 GA · NTEE S20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joe Page, Executive Director / CEO** (\$48,000) against **every comparable organization** that fit the selection criteria — **234** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

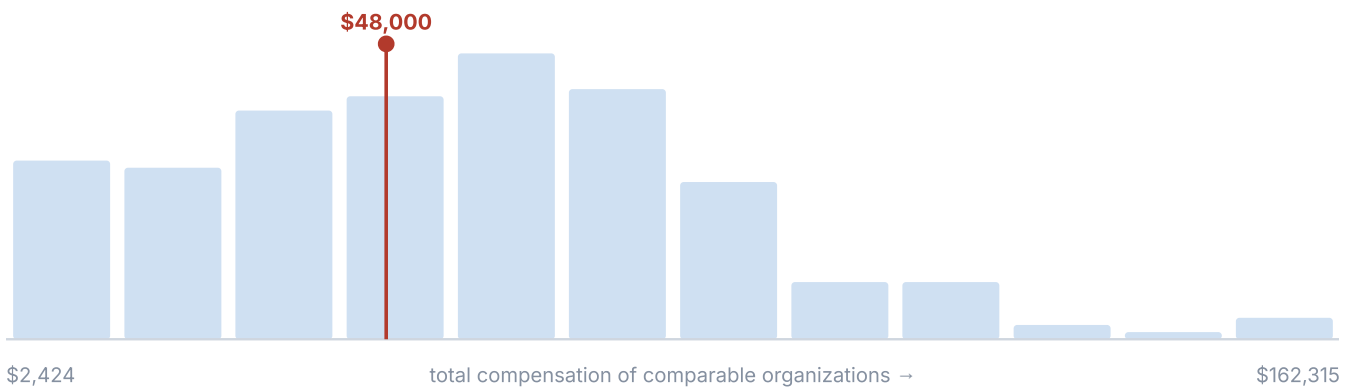
Benchmarked executive: Joe Page — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$146,336 and \$327,618 — 0.67x to 1.50x the subject's \$218,412 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

234 organizations qualified on sector, size, and geography → **234** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,616	\$33,424	\$56,537	\$76,645	\$93,315	\$48,000
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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 GA 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
Logan County Tourism Bureau	IL	\$218,666	Former Director	\$46,588	\$44,244	2024
Blackjack Water Association Inc	MS	\$217,820	Billing	\$15,800	\$16,999	2024
The Weatherford Square	TX	\$217,135	Executive Di	\$104,022	\$100,518	2024
The Rhode Island Organizing Project	RI	\$216,804	Executive Director	\$82,439	\$78,618	2023
Community Services United	CA	\$220,114	Director	\$54,600	\$45,545	2024
El-shaddai Refuge Homes Community Development Corporation	NV	\$216,313	Director Of Childcare	\$11,388	\$11,027	2024
Bridgton Community Center	ME	\$215,817	Executive Dir.	\$52,500	\$50,784	2024
Centre South Main Streets Inc	MA	\$221,175	Executive Director	\$85,000	\$71,884	2025
Up Community Services Inc	MI	\$221,417	Executive Director	\$21,784	\$22,362	2023
Nikwasi Initiative	NC	\$221,763	Executive Director	\$93,650	\$96,238	2023
Corporate Volunteer Council Of Atlanta	GA	\$215,015	Executive Director	\$96,210	\$93,450	2024
Allen Ame Neighborhood Preservation & Developme	NY	\$214,996	Executive Director	\$72,337	\$65,009	2023
Graces Of Gurleyinc	AL	\$222,252	Executive Di	\$45,200	\$48,565	2023
Leadership Pasadena Inc	CA	\$214,359	Board Member	\$39,700	\$32,262	2025
The Des Moines Urban Experience	IA	\$222,601	Executive Dir.	\$17,958	\$19,556	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Haverhill Heritage Inc	NH	\$214,079	Pres	\$31,000	\$28,468	2023
Midwest Education And Community Outreach	WI	\$214,069	President	\$44,000	\$44,391	2024
Discover The Real West Virginia	WV	\$223,964	Executive Di	\$95,068	\$96,872	2025
Westside Legends Inc	MA	\$212,798	President	\$5,150	\$4,470	2024
Willowbrook Inclusion Network	CA	\$212,180	President/chairperson	\$85,000	\$72,997	2023
Project Mend-a-house Incorporation	VA	\$212,095	Executive Director	\$65,000	\$60,627	2024
Uphams Corner Main Street Incorporated	MA	\$211,661	Executive Director	\$102,217	\$88,732	2024
The Huub Inc	NJ	\$226,750	Community Organizer	\$33,300	\$28,721	2024
Rose Garden Community Development Corporation	GA	\$210,003	Ceo	\$20,000	\$20,000	2023
Springboard Incubators Inc	NY	\$208,632	President/ceo	\$10,640	\$9,288	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **234** organizations. Compensation range \$2,424–\$162,315; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$218,412); for reference, expenses \$216,741 and assets \$31,974.

ROLE MATCH Joe Page, reported title "*Director*", 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 14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	41 st
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	38 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 (Joe Page) 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 234 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,000 is reasonable (approximately the 41st 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.