

Revive & Thrive Project

Executive Director / CEO

EIN 901015393

MI · NTEE P99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Amy Thomas-mellema, Executive Director / CEO** (\$78,000) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Amy Thomas-mellema — 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 (P99).
BUDGET	Total revenue between \$315,571 and \$706,503 — 0.67x to 1.50x the subject's \$471,002 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

192 organizations qualified on sector, size, and geography → **192** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,932	\$37,669	\$64,480	\$83,743	\$113,749	\$78,000
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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
Project Sweet Peas	RI	\$469,835	Executive Dir.	\$35,000	\$32,515	2024
Hope Diamond Services Inc	GA	\$472,606	Director	\$15,060	\$15,104	2023
Homeless Angels	MI	\$472,709	Director	\$22,432	\$22,432	2024
John Hobson Ministries Inc	KY	\$473,480	President	\$88,200	\$91,806	2024
Lend A Hand Foundation	CA	\$473,847	Executive Dir.	\$62,330	\$52,145	2024
The Dawson Community Empowerment Corporation	GA	\$466,722	President	\$18,000	\$18,053	2023
City Lights Ministry	NC	\$476,444	President	\$39,520	\$40,730	2023
Ignis Community Inc - Sunyang Hana	TX	\$464,774	Us Operations Manager & Secretary	\$23,671	\$22,940	2024
Kings Daughters Ministry	NC	\$464,639	President Founder	\$12,000	\$12,367	2023
Compassionate Sharing Inc	OK	\$464,459	Director	\$31,500	\$34,597	2023
The River Center Family & Community	NH	\$479,096	Executive Director	\$59,710	\$53,416	2024
Order Our Steps	CA	\$479,696	Owner	\$80,000	\$68,904	2023
Pennsylvania Head Start Association	PA	\$480,077	Executive Di	\$97,728	\$94,420	2024
A Touch Of Understanding	CA	\$461,630	Executive Dire	\$63,407	\$54,613	2023
Children's Advocacy Center Of Erie	PA	\$461,530	Executive Di	\$71,813	\$69,382	2024
Lawrence Ltd	MA	\$461,183	Vp	\$96,600	\$86,585	2023
Stand In Peace International	CA	\$459,834	Ceo	\$93,000	\$80,101	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Wisdom Dojo Inc	DE	\$484,046	Executive Di	\$67,250	\$63,796	2024
Payee Services Inc	WI	\$457,007	President	\$2,463	\$2,492	2024
Micronesia Climate Change Alliance Inc	GU	\$456,651	Director Of Administrative Affairs	\$28,000	\$28,827	2023
Benefits Management Inc	NC	\$485,974	Director	\$96,715	\$99,678	2023
United Steelworkers Union Local 13-12	LA	\$453,386	Business Manager	\$79,897	\$85,236	2024
The Unforgettables Foundation	CA	\$452,164	President & Ceo	\$84,072	\$70,334	2024
Csra Foundation Property Holdings Inc	GA	\$490,600	President/ceo	\$42,060	\$42,183	2023
World Of God Inc	NC	\$490,966	Executive Dir.	\$72,000	\$72,077	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 192 organizations. Compensation range \$733–\$535,502; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$471,002); for reference, expenses \$382,756 and assets \$471,713.

ROLE MATCH Amy Thomas-mellema, reported title *"Executive Director"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 10 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	68 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	64 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 (Amy Thomas-mellema) 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 192 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,000 is reasonable (approximately the 68th 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.