

# The Mcghee Foundation

Executive Director / CEO

EIN 113642818

VA · NTEE A54

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Connie Marr, Executive Director / CEO** (\$81,000) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Connie Marr — reported title "SecyTreas", 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 (A54).

**BUDGET** Total revenue between \$17,093 and \$38,268 — 0.67x to 1.50x the subject's \$25,512 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

**54** organizations qualified on sector, size, and geography

→ **54** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$1,954

\$4,918

\$13,431

\$41,149

\$75,047

**\$81,000**



## ● 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
<a href="#">Twoculturesunited Inc</a>	CA	\$25,000	President	\$3,650	<b>\$3,361</b>	2023
<a href="#">Automata Arts</a>	CA	\$26,116	Vice-presiden	\$3,272	<b>\$2,851</b>	2025
<a href="#">The Confectionery Foundation</a>	DC	\$24,900	Nca Staff	\$31,807	<b>\$28,908</b>	2024
<a href="#">Duquesne Club Charitable Foundation</a>	PA	\$24,842	Secretary	\$5,585	<b>\$5,620</b>	2025
<a href="#">Foundation For The Long Beach Symphony</a>	CA	\$24,839	Vice President Of Finance	\$11,531	<b>\$10,617</b>	2023
<a href="#">The Time In Childrens Arts Initiative Inc</a>	NY	\$24,497	Secretaryexec Director	\$33,575	<b>\$31,422</b>	2024
<a href="#">Janusz Korczak Polish Language</a>	RI	\$26,608	President	\$1,880	<b>\$1,867</b>	2024
<a href="#">Maryland Cultural And Conference Center</a>	MD	\$24,406	Executive Director, Board	\$6,920	<b>\$6,898</b>	2023
<a href="#">Enrichment Through The Arts Inc</a>	NY	\$26,646	Executive Director	\$5,000	<b>\$4,818</b>	2023
<a href="#">Brooklyn Seltzer Museum Inc</a>	NY	\$27,011	Trustee	\$1,000	<b>\$936</b>	2024
<a href="#">Whitney Plantation Museum</a>	LA	\$23,809	Executive Director	\$12,252	<b>\$14,385</b>	2023
<a href="#">The City Of Socorro Community Initiative</a>	TX	\$23,642	Executive Director	\$69,894	<b>\$74,549</b>	2023
<a href="#">Theatre Bam</a>	IL	\$27,385	President	\$10,477	<b>\$10,982</b>	2023
<a href="#">Us-china Language &amp; Culturefoundation</a>	CA	\$23,580	President	\$580	<b>\$519</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Transcultural Exchange</a>	MA	\$27,464	Executive Director And President	\$33,000	<b>\$30,713</b>	2024
<a href="#">Claude Heater Foundation</a>	CA	\$23,205	Ceodirector	\$70,000	<b>\$64,452</b>	2023
<a href="#">Sfte Inc</a>	NM	\$22,897	Presidentdirector	\$13,670	<b>\$15,228</b>	2024
<a href="#">Nebrada Foundation Inc</a>	FL	\$28,341	President	\$36,697	<b>\$35,704</b>	2024
<a href="#">Wayne County Historical Society</a>	IL	\$22,599	Director / Curator	\$4,830	<b>\$4,918</b>	2024
<a href="#">Greenpoint Monitor Museum</a>	NY	\$28,535	President	\$200	<b>\$193</b>	2023
<a href="#">The Buddhayana Foundation Inc</a>	MA	\$22,435	Treasurer	\$24,000	<b>\$22,336</b>	2024
<a href="#">Strategic Air &amp; Space Museum Foundation</a>	NE	\$22,156	President/ceo	\$13,500	<b>\$15,483</b>	2023
<a href="#">Carmel Mission Foundation Inc</a>	CA	\$22,133	Executive Dir.	\$56,623	<b>\$52,134</b>	2023
<a href="#">Contact Collaborations Inc</a>	VT	\$22,079	President	\$12,250	<b>\$13,147</b>	2023
<a href="#">San Francisco Chanticleer Endowment</a>	CA	\$29,137	Dir Ops/touring	\$9,770	<b>\$8,996</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT **54** organizations. Compensation range \$193–\$336,521; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$25,512); for reference, expenses \$179,322 and assets \$1,635,006. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Connie Marr, reported title " <i>SecyTreas</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	12 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	<b>91<sup>st</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>91<sup>st</sup></b>
Reportable pay only (column D), adjusted	<b>93<sup>rd</sup></b>
All sources (D + E + F), adjusted	<b>76<sup>th</sup></b>

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 (Connie Marr) 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 54 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$81,000 is reasonable (approximately the 91<sup>st</sup> 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.