

# Leadership Greater Mchenry County

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Marcy Piekos, Executive Director / CEO** (\$89,404) against **every comparable organization** that fit the selection criteria — **154** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

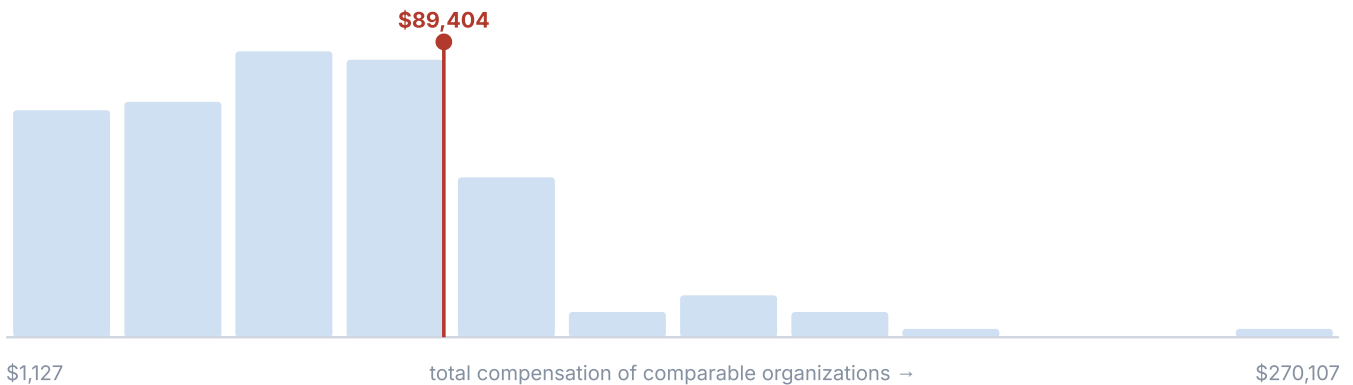
**Benchmarked executive:** Marcy Piekos — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$210,288 and \$470,794 — 0.67x to 1.50x the subject's \$313,863 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

**154** organizations qualified on sector, size, and geography → **154** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,250	\$32,964	\$61,215	\$84,408	\$102,198	\$89,404
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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 IL 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="#">Hannahs House</a>	NJ	\$314,646	Executive Director	\$18,240	<b>\$17,004</b>	2024
<a href="#">Progress For Good Inc</a>	NY	\$314,802	Founder	\$31,333	<b>\$30,435</b>	2023
<a href="#">Literacy Volunteers Of Greater Waterbury</a>	CT	\$314,920	Executive Director	\$90,569	<b>\$91,281</b>	2023
<a href="#">Leadership Education Mission Alliance Lema Inst</a>	MI	\$315,656	President	\$70,000	<b>\$75,437</b>	2024
<a href="#">Adagio Institute Inc</a>	TX	\$311,557	Summers	\$66,464	<b>\$71,466</b>	2023
<a href="#">Nowmattersnow Org</a>	WA	\$316,324	President, Treasurer, & Ceo	\$155,600	<b>\$145,451</b>	2024
<a href="#">The Oped Project Public Knowledge Fund Inc</a>	NY	\$310,570	Executive Director	\$25,000	<b>\$23,586</b>	2024
<a href="#">Well For The Journey Inc</a>	MD	\$310,084	Executive Di	\$83,700	<b>\$81,702</b>	2024
<a href="#">Ploughshare Institute For Sustainable</a>	TX	\$319,261	Vice President	\$21,750	<b>\$23,387</b>	2023
<a href="#">Stronghold Leadership</a>	PA	\$307,572	Executive Director	\$93,333	<b>\$97,178</b>	2024
<a href="#">Virginia Head Start Associationinc</a>	VA	\$321,006	Executive Di	\$83,888	<b>\$84,569</b>	2024
<a href="#">Harrison Co Alternative Educ Center</a>	IN	\$304,887	Director	\$78,750	<b>\$89,269</b>	2023
<a href="#">Mindful Birthing And Parenting</a>	CA	\$323,526	Vice President	\$28,550	<b>\$25,739</b>	2024
<a href="#">Florida Council On Crime And Deliqu</a>	FL	\$302,882	Executive Se	\$15,000	<b>\$14,713</b>	2024
<a href="#">California State Society For Opticians</a>	CA	\$326,005	Executive Officer	\$42,600	<b>\$38,407</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Conservative Agenda Project</a>	CT	\$301,250	President And Director	\$268,000	<b>\$270,107</b>	2023
<a href="#">Ct League Of Conservation Voters</a>	CT	\$327,117	President	\$64,739	<b>\$63,376</b>	2024
<a href="#">Starting Now Corporation</a>	FL	\$328,951	Director	\$72,664	<b>\$73,377</b>	2023
<a href="#">Nevada Water Resources Association</a>	NV	\$298,632	Executive Co	\$75,529	<b>\$79,046</b>	2024
<a href="#">Clifford Antone Foundation</a>	TX	\$329,181	Executive Director	\$68,500	<b>\$71,542</b>	2024
<a href="#">Instituto Para El Desarrollo Humano</a>	PR	\$297,025	Operations Director	\$31,925	<b>\$33,738</b>	2023
<a href="#">Glw Childrens Council Inc</a>	NE	\$296,492	Director	\$74,428	<b>\$83,580</b>	2024
<a href="#">Epiphany Women In Focus</a>	CA	\$296,387	Ceo	\$62,000	<b>\$57,548</b>	2023
<a href="#">Cleveland Empowerment Foundation</a>	MS	\$332,100	Director, Ch	\$27,217	<b>\$32,584</b>	2023
<a href="#">The Boston Society Inc</a>	MA	\$295,315	Executive Di	\$144,423	<b>\$139,505</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 IL 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** 154 organizations. Compensation range \$1,127–\$270,107; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$313,863); for reference, expenses \$270,068 and assets \$316,464.

ROLE MATCH	Marcy Piekos, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	72 <sup>nd</sup>

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 (Marcy Piekos) 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 154 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,404 is reasonable (approximately the 79<sup>th</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.