

Thayer Academy Charitable Trust

Executive Director / CEO

EIN **206770243**
 MA · NTEE B122
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Julaine Mcinnis, Executive Director / CEO** (\$42,743) against **every comparable organization** that fit the selection criteria — **157** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Julaine Mcinnis — reported title “TRUSTEE THRU 6/30/2024”, 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 (B122).
BUDGET	Total revenue between \$27,780 and \$62,196 — 0.67x to 1.50x the subject's \$41,464 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

157 organizations qualified on sector, size, and geography → **157** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,458	\$9,574	\$20,293	\$50,228	\$118,285	\$42,743
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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 MA 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
Tom Green County Adult Literacy Council	TX	\$41,497	Executive Director	\$38,110	\$42,423	2024
Friends Of The Muenster Public Library	TX	\$41,553	Librarian	\$18,836	\$20,968	2024
Kipp St Louis Facilities Fund	MO	\$40,853	Chairman	\$51,519	\$62,517	2023
The John Tramontano Jr Educational	PA	\$42,298	President/tr	\$14,222	\$15,783	2024
Healing In America	CA	\$42,520	Executive Dir.	\$24,000	\$23,062	2024
Illinois Education Association	IL	\$40,330	President	\$82,125	\$92,502	2023
Cfi Robotics Nfp	IL	\$42,634	Executive Director	\$15,754	\$17,235	2024
Sc Career Kids	SC	\$42,657	Founder	\$15,000	\$16,965	2025
Coal Pit Ministry Inc	VA	\$42,839	Executive Director	\$48,972	\$52,619	2024
Point Park University Foundation	PA	\$40,063	President (Exited 1/23)	\$442,037	\$505,038	2023
Alleghany Highlands Regional Library Foundation	VA	\$39,981	Secretary	\$22,953	\$24,026	2025
Nemra Education Foundation	IN	\$39,974	Secretary/president	\$15,346	\$18,009	2024
Our Turn Action Network Inc	NY	\$39,938	Ceo	\$41,926	\$43,405	2023
Talent Learning Center Inc	NY	\$39,884	President	\$12,000	\$12,423	2023
Capo Beach Christian School	CA	\$39,858	President	\$67,650	\$63,331	2025
Wisconsin State Telecommunications	WI	\$43,175	Treasurer, S	\$20,190	\$24,157	2023
Green Town Properties Inc	NC	\$39,550	President	\$91,458	\$108,268	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
California Association Of Winegrape	CA	\$43,379	Executive Di	\$18,609	\$17,882	2024
As-suffah Academy	PA	\$39,533	Teacher	\$14,000	\$15,536	2024
Coachella Valley Unified School District	CA	\$39,498	President	\$21,198	\$20,971	2023
Bandera Public Library	TX	\$43,538	Library Director	\$50,000	\$55,658	2024
Gamla College	NY	\$43,573	Sec./trea.	\$12,000	\$12,067	2024
Vicki Romero Foundation	AZ	\$39,354	President	\$19,350	\$20,709	2024
Boston Center For Adult Education Inc	MA	\$43,672	President & Ceo	\$10,650	\$10,650	2024
ipc Education Foundation	IL	\$39,047	President	\$129,837	\$142,046	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 157 organizations. Compensation range \$168–\$505,038; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$41,464); for reference, expenses \$0 and assets \$1,516,694. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Julaine Mcinnis, reported title "*TRUSTEE THRU 6/30/2024*", 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 55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	69 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	69 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 (Julaine Mcinnis) 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 157 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,743 is reasonable (approximately the 69th 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.