

Keys Of Arizona Inc

Executive Director / CEO

EIN 208812779
 AZ · NTEE N50
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Marykay Collin, Executive Director / CEO** (\$62,833) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

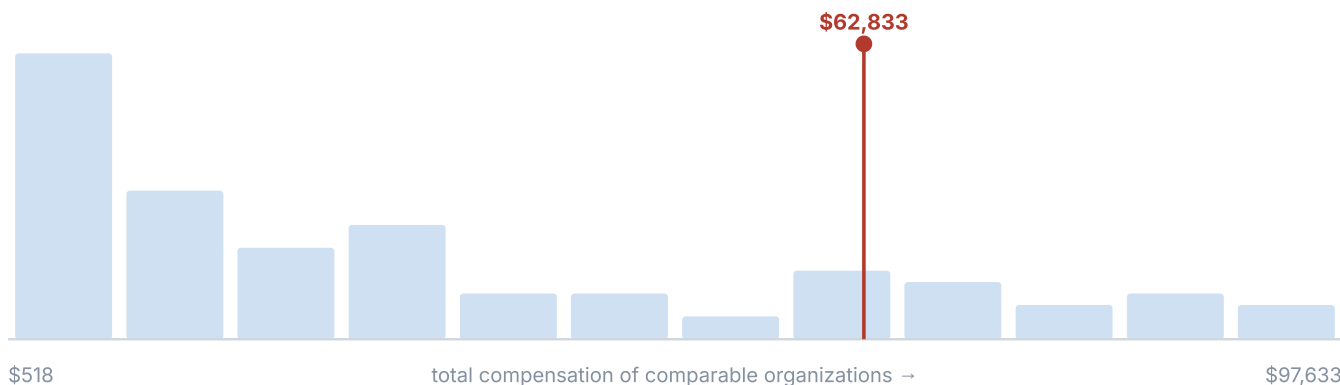
Benchmarked executive: Marykay Collin — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N50).
BUDGET	Total revenue between \$270,757 and \$606,172 — 0.67x to 1.50x the subject's \$404,115 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N50), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,549	\$6,578	\$22,776	\$49,907	\$74,181	\$62,833
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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 AZ 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
Holmes Harbor Rod & Gun Club	WA	\$402,280	Director	\$76,485	\$71,203	2024
La Jolla Volleyball Inc	CA	\$405,973	President	\$43,225	\$38,810	2024
Newport Social Order Of Owls Inc	PA	\$402,089	Officer	\$6,985	\$7,457	2023
Western Harnett Youth Recreation Association Inc	NC	\$413,272	Athletic Director	\$60,541	\$65,045	2024
Cascade Volleyball Club Of Seattle	WA	\$390,706	Executive Dir.	\$67,269	\$62,623	2024
Pedals For Progress	NJ	\$388,344	President	\$51,500	\$47,811	2024
Bloody Run Social Club	PA	\$424,611	Secretary/ Treasurer	\$49,995	\$50,504	2025
Petaluma Phoenix Center Inc	CA	\$425,390	Director/ Theater Manager	\$49,596	\$44,531	2024
Hill-top Athletic Association	PA	\$427,687	Trustee	\$5,200	\$5,392	2024
South End Beneficial Association	PA	\$429,629	President	\$31,200	\$32,352	2024
St Petersburg Shuffleboard Club Inc	FL	\$431,767	Executive Director	\$67,089	\$67,469	2023
Le Club Alpin De Raquetteurs Inc	NH	\$432,349	President	\$4,800	\$4,745	2023
Va Competition Hare Scramble Svc Inc	VA	\$375,309	President	\$11,546	\$11,293	2025
The Monkey Mutual Aid Society	OH	\$375,192	President	\$500	\$551	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Empire Ranch Mens Golf Club	CA	\$367,060	President	\$2,000	\$1,796	2024
Kane Vets Home Association Inc	PA	\$366,159	1 Year Trustee	\$10,200	\$10,304	2025
Ohio Gun Owners	OH	\$363,859	Executive Director	\$72,000	\$81,637	2023
Shift Community Cycles	OR	\$362,333	Executive Dir.	\$49,600	\$49,309	2023
West End Fire Company No 3	PA	\$360,857	Trustee	\$3,604	\$3,737	2024
Mertztown Rod And Gun Club	PA	\$360,677	Steward	\$8,717	\$9,039	2024
Star Track Cycling Inc	NY	\$448,794	Co-director	\$34,833	\$32,729	2024
North End Boat Club	MA	\$448,969	President	\$5,000	\$4,810	2023
Clarion County Rod & Gun Club	PA	\$358,511	Treasurer/se	\$8,631	\$9,214	2023
Center For Sex Positive Culture	WA	\$357,806	Bookkeeper	\$14,255	\$13,271	2024
Logan Missouri Valley Country Club	IA	\$451,100	Key Employee	\$77,405	\$85,855	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 87 organizations. Compensation range \$518–\$97,633; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$404,115); for reference, expenses \$396,679 and assets \$186,038.

ROLE MATCH Marykay Collin, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	80 th
All sources (D + E + F), adjusted	79 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 (Marykay Collin) 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 87 similarly situated organizations (Same NTEE sector (N50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,833 is reasonable (approximately the 79th 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.