

Community Coalition

Executive Director / CEO

EIN 232814841

PA · NTEE T70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Courtney, Executive Director / CEO** (\$97,506) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

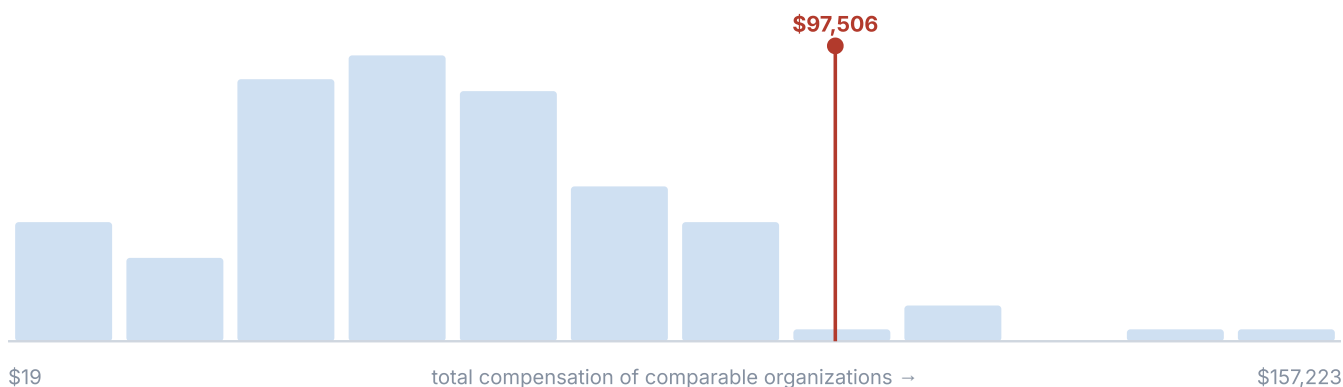
Benchmarked executive: Mary Courtney — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T70).
BUDGET	Total revenue between \$200,962 and \$449,916 — 0.67x to 1.50x the subject's \$299,944 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T70), nationwide + budget 0.67–1.5x revenue.

113 organizations qualified on sector, size, and geography → **113** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,714	\$33,714	\$50,168	\$65,581	\$81,952	\$97,506
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 96TH
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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 PA 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
United Way Of White County Inc	AR	\$299,403	Executive Director	\$45,000	\$49,267	2024
East Tn Supporting Foundation	TN	\$299,263	President/ce	\$5,485	\$5,616	2024
United Way Of Williams County	OH	\$298,919	Former Exec	\$44,898	\$45,124	2025
Royal Charter Properties-westchester Inc	NY	\$298,768	President	\$68,997	\$62,521	2023
Beartooth Billings Clinic Foundation	MT	\$298,289	Cfo	\$44,110	\$47,680	2023
River Ridge Farm Trust	OH	\$301,820	Trustee	\$36,125	\$37,268	2024
United Way Of Freeborn County Inc	MN	\$297,884	Executive Director	\$52,000	\$50,046	2024
Esther Inc	WI	\$297,311	Executive Director	\$1,154	\$1,174	2024
Quality Of Life Foundation Of Austin Inc	TX	\$295,548	President	\$34,859	\$34,967	2023
C & Ws Rustic Hollow Shelter Inc	IA	\$291,954	President	\$49,400	\$52,684	2024
River Valley United Way Inc	AR	\$291,044	Executive Director	\$37,182	\$41,910	2023
United Way Of Jefferson County	OH	\$290,431	Executive Director	\$44,500	\$45,907	2024
Alleghany Memorial Hospital Foundation Inc	NC	\$310,604	Executive Director	\$13,679	\$13,767	2024
United Way Of Harvey And Marion Counties Inc	KS	\$311,045	Executive Director	\$68,453	\$72,030	2024
Community Shares Of Greater Cincinnati	OH	\$311,349	Chief Executive Officer	\$79,454	\$84,387	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Becker County United Way	MN	\$288,508	Executive Director	\$53,500	\$50,163	2025
United Way Of Hood County Inc	TX	\$312,480	Exec Dir	\$71,000	\$69,176	2024
The American Amusement Machine	IL	\$313,105	Executive Director	\$15,517	\$14,475	2025
United Way Of Nelson County	KY	\$282,650	Executive Director	\$25,000	\$26,934	2023
Mecosta - Osceola United Way Inc	MI	\$318,621	Executive Di	\$50,000	\$50,267	2024
United Way Of Illinois Valley	IL	\$319,703	Vice President	\$61,969	\$57,810	2025
United Way Of Columbia County Inc	AR	\$320,695	Executive Di	\$5,003	\$5,477	2024
United Way Of South Central Illinois	IL	\$278,145	Executive Dir.	\$61,005	\$60,141	2023
Children Of Deaf Adults	CA	\$275,428	Vice-president	\$5,400	\$4,676	2023
United Way Of 1000 Lakes	MN	\$326,308	Executive Director	\$63,093	\$62,516	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 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 PA 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	113 organizations. Compensation range \$19–\$157,223; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$299,944); for reference, expenses \$405,340 and assets \$76,680.
ROLE MATCH	Mary Courtney, reported title "EXECUTIVE DIRECTOR", 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 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	96 th
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	88 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 (Mary Courtney) 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 113 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,506 is reasonable (approximately the 96th 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.