

# Senior Citizens Council Of Madison County Inc

Executive Director / CEO

EIN 237097794  
 FL · NTEE P81Z  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Genethel Mcquay, Executive Director / CEO** (\$47,925) against **every comparable organization** that fit the selection criteria — **133** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44<sup>th</sup>** percentile of comparable organizations within the typical range

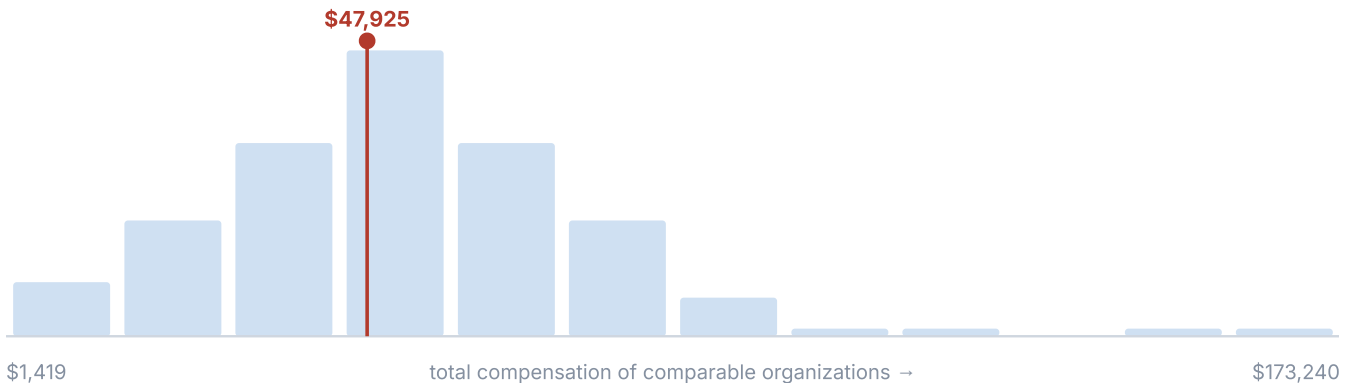
**Benchmarked executive:** Genethel Mcquay — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$205,647 and \$460,405 — 0.67x to 1.50x the subject's \$306,937 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

**133** organizations qualified on sector, size, and geography → **133** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$23,894</b> 10TH	<b>\$39,357</b> 25TH	<b>\$51,730</b> MEDIAN	<b>\$69,012</b> 75TH	<b>\$83,004</b> 90TH	<b>\$47,925</b> THIS ORG · 44TH
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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 FL 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="#">Circle Of Friends Inc</a>	PA	\$309,648	Executive Director	\$63,964	<b>\$67,900</b>	2024
<a href="#">Howard County Council On Aging</a>	TX	\$302,533	Director	\$27,500	<b>\$29,282</b>	2024
<a href="#">Scott County Senior Citizens Inc</a>	AR	\$300,874	Executive Director	\$36,500	<b>\$43,673</b>	2024
<a href="#">Audrey's Angels</a>	AZ	\$300,789	Executive Director	\$63,073	<b>\$64,570</b>	2024
<a href="#">Falls Township Senior Citizens Inc</a>	PA	\$298,591	Foundation Mgr.	\$45,630	<b>\$49,869</b>	2023
<a href="#">Eaton Area Senior Center Inc</a>	MI	\$298,581	Executive Director	\$75,124	<b>\$80,414</b>	2025
<a href="#">Riverview Community Action Corporation</a>	PA	\$298,319	Executive Director - Resigned	\$50,760	<b>\$55,475</b>	2023
<a href="#">The Senior Agenda Coalition Of Rhode</a>	RI	\$298,296	Executive Director	\$32,308	<b>\$32,977</b>	2024
<a href="#">Callahan County Aging</a>	TX	\$297,942	Director	\$24,000	<b>\$24,896</b>	2025
<a href="#">Corbin Senior Citizens Inc</a>	KY	\$297,677	Executive Director	\$40,574	<b>\$45,206</b>	2025
<a href="#">Silver Horizons New Mexico Inc</a>	NM	\$297,096	Executive Dir.	\$74,380	<b>\$85,159</b>	2024
<a href="#">Martin County Senior Citizens Corporation</a>	KY	\$296,836	Director	\$35,624	<b>\$40,741</b>	2024
<a href="#">People Program Inc</a>	LA	\$294,092	Executive Director	\$71,000	<b>\$83,222</b>	2024
<a href="#">Cozad Haymaker Grand Generation Center Inc</a>	NE	\$319,976	Executive Director	\$48,500	<b>\$54,097</b>	2025
<a href="#">Fair Park Activity Center</a>	TN	\$293,399	Exc Director	\$45,000	<b>\$50,351</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Creative Aging Network - Nc</a>	NC	\$320,568	Executive Director	\$47,959	<b>\$52,750</b>	2024
<a href="#">Jefferson Senior Citizens Center Inc</a>	FL	\$320,571	Executive Director	\$34,300	<b>\$35,313</b>	2023
<a href="#">Marlboro County Council On Aging</a>	SC	\$320,574	Executive Director	\$54,128	<b>\$60,110</b>	2024
<a href="#">Colfax County Senior Center Inc</a>	NE	\$321,619	Manager	\$17,262	<b>\$19,763</b>	2024
<a href="#">Senior Citizens Center Of Derry</a>	PA	\$321,782	Executive Di	\$90,300	<b>\$95,857</b>	2024
<a href="#">Senior Needs Committee Of Wells And Ogunquit</a>	ME	\$291,770	Director At Large	\$45,797	<b>\$48,816</b>	2024
<a href="#">Connellsville Area Senior</a>	PA	\$291,594	Executive Di	\$42,921	<b>\$45,562</b>	2024
<a href="#">Rapp At Home</a>	VA	\$291,247	Executive Director	\$63,667	<b>\$65,437</b>	2024
<a href="#">Crescent Cities Charities Inc</a>	MD	\$289,816	President	\$4,550	<b>\$4,661</b>	2023
<a href="#">Cokeville Senior Citizen Center Inc</a>	WY	\$288,546	Site Director	\$29,562	<b>\$33,697</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **133** organizations. Compensation range \$1,419–\$173,240; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$306,937); for reference, expenses \$371,803 and assets \$1,368,024.

ROLE MATCH	Genethel Mcquay, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	44 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	50 <sup>th</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	41 <sup>st</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 (Genethel Mcquay) 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 133 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,925 is reasonable (approximately the 44<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.