

# Compassion Corps

Executive Director / CEO

EIN 263236030

PA · NTEE Q30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary Beth Mcmillen, Executive Director / CEO** (\$16,500) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Mary Beth Mcmillen — 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 (Q30).

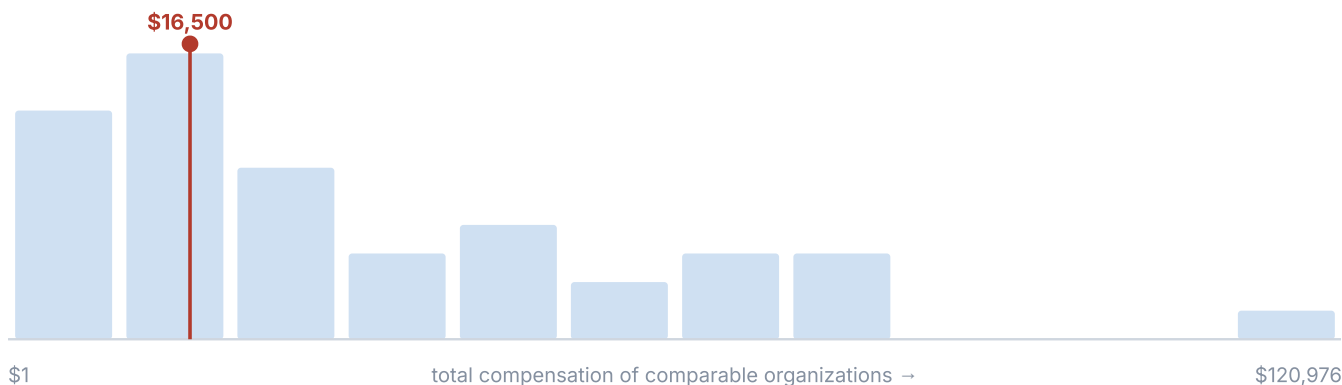
**BUDGET** Total revenue between \$41,769 and \$93,514 — 0.67x to 1.50x the subject's \$62,343 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography

→ **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,546	\$12,048	\$24,229	\$44,382	\$66,698	\$16,500
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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
<a href="#">Ghanaian Mother's Hope Inc</a>	FL	\$60,932	President/treasurer	\$2,600	<b>\$2,449</b>	2024
<a href="#">Physicians For Social Responsibility - San Francisco Bay Area Chapter</a>	CA	\$63,872	Executive Director	\$17,309	<b>\$14,988</b>	2024
<a href="#">Kopernik Solutions</a>	NY	\$59,988	President	\$8,505	<b>\$7,707</b>	2024
<a href="#">Edens Song Ministry Inc</a>	ID	\$65,239	President	\$22,500	<b>\$24,711</b>	2023
<a href="#">The Raoul Wallenberg Committee Of The</a>	NY	\$59,068	President	\$69,558	<b>\$63,029</b>	2024
<a href="#">Foundation Ministries Inc</a>	OH	\$66,635	Treasurer/secretary	\$2,400	<b>\$2,549</b>	2024
<a href="#">Code For India Inc</a>	CA	\$57,350	Ceo	\$30,000	<b>\$26,744</b>	2023
<a href="#">The Grace Children's Foundation</a>	NY	\$67,416	President & Ceo	\$40,000	<b>\$36,245</b>	2024
<a href="#">Cambodian Outreach Project</a>	CO	\$67,818	Director	\$14,700	<b>\$14,135</b>	2024
<a href="#">Los Medicos Voladores</a>	CA	\$68,270	Treasurer	\$19,774	<b>\$16,681</b>	2025
<a href="#">Global Solidarity Fund</a>	DC	\$68,907	President & Director	\$49,959	<b>\$43,962</b>	2024
<a href="#">Utah Refugee Goats</a>	UT	\$55,258	President	\$28,385	<b>\$29,992</b>	2023
<a href="#">International Aid For Korean Animals</a>	CA	\$55,223	President	\$25,000	<b>\$21,647</b>	2024
<a href="#">Worldlink Associates</a>	MN	\$54,758	President	\$39,500	<b>\$39,139</b>	2024
<a href="#">Hope In The Night</a>	MN	\$52,078	President	\$12,000	<b>\$11,890</b>	2024
<a href="#">International Women's Democracy Center</a>	DC	\$52,039	President	\$22,500	<b>\$19,799</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Caribbean Resource Ministries</a>	MS	\$72,845	Exe Director	\$23,004	<b>\$26,450</b>	2023
<a href="#">Foundation Rwanda Inc</a>	NY	\$49,573	Executive Director & Vice-president	\$36,400	<b>\$33,957</b>	2023
<a href="#">Thomas Merton Center Inc</a>	PA	\$75,200	Executive Director	\$46,848	<b>\$45,640</b>	2025
<a href="#">Birthright Africa Incorporated</a>	NY	\$75,431	Director/ceo	\$26,207	<b>\$23,747</b>	2024
<a href="#">The Global Assistance Foundation Inc</a>	FL	\$47,168	President	\$1	<b>\$1</b>	2023
<a href="#">Friends Of The Amazon</a>	CA	\$45,241	President	\$82,443	<b>\$71,387</b>	2024
<a href="#">Global Gifts Inc</a>	IN	\$80,332	Former Exe Dir	\$37,500	<b>\$40,827</b>	2023
<a href="#">Fountain Of Christ Ministries</a>	FL	\$80,969	Vice President	\$6,000	<b>\$5,652</b>	2024
<a href="#">Project Nadiya Incorporated</a>	MA	\$42,996	President	\$10,000	<b>\$9,011</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>40</b> organizations. Compensation range \$1–\$120,976; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$62,343); for reference, expenses \$70,089 and assets \$47,309.
ROLE MATCH	Mary Beth Mcmillen, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	30 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	35 <sup>th</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 (Mary Beth Mcmillen) 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 40 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,500 is reasonable (approximately the 35<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.