

# Mag Institute For Excellence

Executive Director / CEO

This analysis benchmarks the total compensation of **Jeremy T Bonfini, Executive Director / CEO** (\$14,102) against **every comparable organization** that fit the selection criteria — **134** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

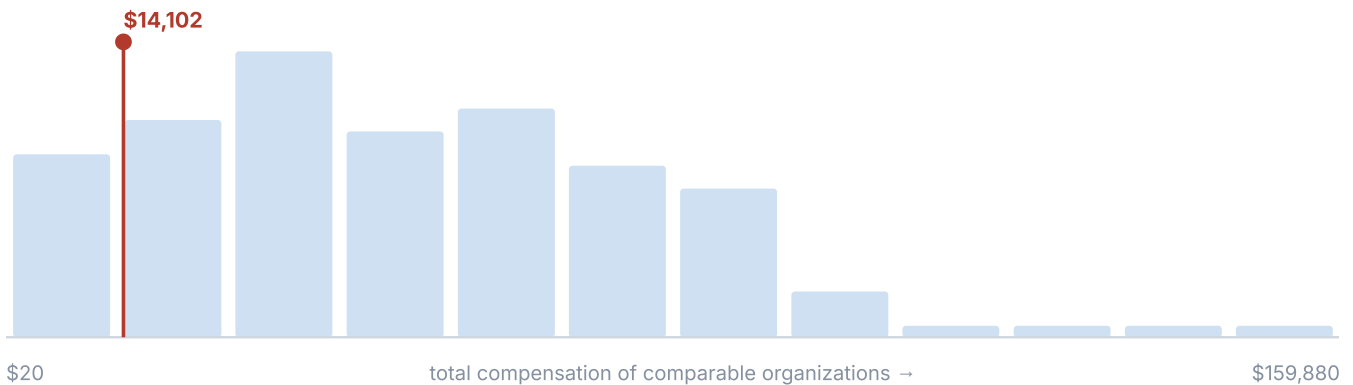
**Benchmarked executive:** Jeremy T Bonfini — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$118,442 and \$265,170 — 0.67x to 1.50x the subject's \$176,780 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

**134** organizations qualified on sector, size, and geography → **134** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,399	\$24,908	\$44,532	\$67,986	\$86,620	<b>\$14,102</b>
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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 GA 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="#">Positive Strides Inc</a>	MD	\$176,600	Executive Dir.	\$53,838	<b>\$50,059</b>	2024
<a href="#">Kid Possible Inc</a>	WA	\$175,638	Ceo	\$87,500	<b>\$77,912</b>	2024
<a href="#">Haven Of Hope &amp; Opportunity Inc</a>	PA	\$180,000	Executive Director	\$20	<b>\$20</b>	2024
<a href="#">Commencement Bay Rowing Club</a>	WA	\$180,158	Vice President	\$6,131	<b>\$5,459</b>	2024
<a href="#">Breast Cancer Recovery Foundation Inc</a>	WI	\$173,075	Executive Director	\$44,400	<b>\$46,117</b>	2024
<a href="#">Community Foundation Land Trust</a>	CA	\$181,270	President	\$32,789	<b>\$28,990</b>	2023
<a href="#">Cpad Chinese Parents</a>	CA	\$181,704	Secretary	\$1,220	<b>\$1,048</b>	2024
<a href="#">Project Share Li Inc</a>	NY	\$170,756	Executive Director	\$70,564	<b>\$65,289</b>	2023
<a href="#">Reinbeck Firemen Inc</a>	IA	\$170,322	Chief	\$720	<b>\$807</b>	2023
<a href="#">Park Ridge Housing</a>	MN	\$169,709	Ceo - Three	\$40,031	<b>\$40,501</b>	2023
<a href="#">Cal-earth Inc</a>	CA	\$184,753	Secretary	\$21,000	<b>\$18,035</b>	2024
<a href="#">Casa Of Rochester-monroe County Inc</a>	NY	\$185,413	Executive Director (Thru 11/2023)	\$55,809	<b>\$50,155</b>	2024
<a href="#">Friends Of Nicole 50 50 Mentoring Collaborative</a>	KY	\$186,825	Ceo/president	\$25,000	<b>\$26,713</b>	2024
<a href="#">Common Ground Dispute Resolution Inc</a>	NY	\$166,483	Executive Director	\$68,000	<b>\$59,536</b>	2025
<a href="#">Virtuosi Of Houston</a>	TX	\$187,972	Executive Director	\$65,808	<b>\$67,403</b>	2023
<a href="#">Etaria Inc</a>	NY	\$188,732	Director	\$35,795	<b>\$32,169</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Reconciliation Outreach Inc</a>	FL	\$163,645	President	\$42,000	<b>\$39,241</b>	2024
<a href="#">Northwest Therapeutic Riding Center</a>	WA	\$190,810	Program Director	\$14,400	<b>\$12,822</b>	2024
<a href="#">Urbi Et Orbi Communications Inc</a>	VA	\$161,855	Board Secretary	\$45,356	<b>\$44,841</b>	2023
<a href="#">Organic Acidemia Association Corporation</a>	MN	\$161,337	Executive Dir.	\$45,000	<b>\$44,223</b>	2024
<a href="#">Women In Development Of Greater</a>	MA	\$192,394	Managing Dir	\$121,510	<b>\$105,796</b>	2025
<a href="#">Spark Thomasville Inc</a>	GA	\$192,436	Executive Director	\$72,100	<b>\$72,100</b>	2024
<a href="#">Project Crossroads</a>	VA	\$192,994	Executive Di	\$37,676	<b>\$37,248</b>	2023
<a href="#">Michigan Coalition For Responsible Gun Owners</a>	MI	\$193,036	Executive Director	\$84,000	<b>\$88,776</b>	2023
<a href="#">San Gabriel Housing Foundation</a>	CA	\$160,300	Ceo	\$61,000	<b>\$53,934</b>	2023

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

## ● Sample, role match & sensitivity

**PEER COUNT** 134 organizations. Compensation range \$20–\$159,880; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$176,780); for reference, expenses \$122,554 and assets \$522,241.

**ROLE MATCH** Jeremy T Bonfini, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (Jeremy T Bonfini) 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 10, 2026, comparing compensation against 134 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,102 is reasonable (approximately the 12<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 10, 2026.