

Hillsborough Consortium For Technology And Education Inc

Executive Director / CEO

EIN 311579966

FL · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nancy S Gates Mc Carthy, Executive Director / CEO** (\$24,240) against **every comparable organization** that fit the selection criteria — **170** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

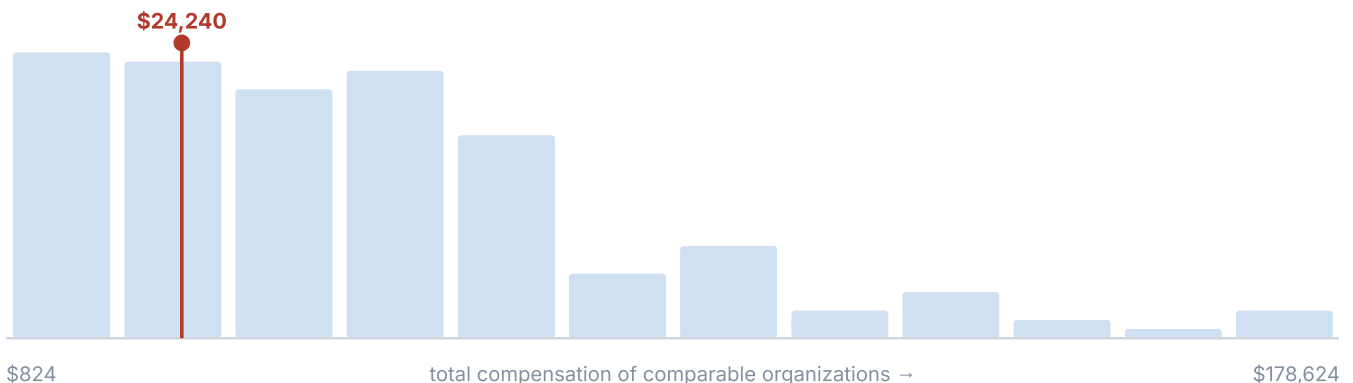
Benchmarked executive: Nancy S Gates Mc Carthy — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$133,771 and \$299,488 — 0.67x to 1.50x the subject's \$199,659 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

170 organizations qualified on sector, size, and geography → **170** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,224 10TH	\$22,838 25TH	\$42,202 MEDIAN	\$66,185 75TH	\$101,232 90TH	\$24,240 THIS ORG · 27TH
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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
Anthony F Cordeiro Charitable	MA	\$201,258	Director	\$6,000	\$5,909	2023
Million Kids	CA	\$197,798	Director Ceo	\$42,000	\$38,606	2024
Gator Bowl Sports Charities Inc	FL	\$196,570	President/ceo	\$6,665	\$6,665	2024
Equality And Inclusion In Hospitality Inc	CA	\$196,022	President/director	\$100,000	\$91,918	2024
Sam Foundation Inc	AL	\$203,483	Executive Di	\$40,000	\$46,000	2024
Pray For Gray	ND	\$195,654	Executive Director	\$44,239	\$51,679	2024
Gulf Coast Cares Inc	FL	\$203,803	President/ceo	\$24,866	\$25,600	2023
American Charitable Trust Inc	AZ	\$204,431	Director And Chief Financial Officer	\$2,595	\$2,588	2025
Lhes Foundation	HI	\$194,744	Executive Di	\$19,740	\$19,369	2023
Coach Sam's Inner Circle Foundation	OH	\$194,583	Executive Di	\$68,056	\$74,752	2025
Fans For The Cure	NY	\$194,522	Founder & Cao	\$33,068	\$32,748	2023
Congenital Heart Defect Coalition	NJ	\$193,986	Office Manager	\$6,811	\$6,664	2023
Heads Hearts & Hands Of Heartland Inc	FL	\$205,501	Ceo/executive Director	\$24,500	\$26,258	2022
Center For Life Management Foundation	NH	\$193,790	President Ceo	\$23,045	\$22,651	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Dubuque Public Schools	IA	\$205,992	Exec. Director As Of Jun 2023	\$32,939	\$39,526	2023
Neuropsychanalysis Foundation	NY	\$191,973	Executive Director	\$23,833	\$23,602	2023
Tallahassee Action Grants	FL	\$207,411	Executive Director	\$40,000	\$40,000	2024
Sbam Foundation	MI	\$191,780	President	\$7,678	\$8,436	2024
E Kneale Dockstader Foundation	PA	\$191,524	Foundation M	\$38,048	\$39,348	2025
De Marchena-huyke Foundation	CA	\$208,537	President & Ceo	\$24,000	\$21,491	2025
The Unity Foundation	MN	\$190,402	Executive Director	\$62,263	\$65,490	2024
Muscatine Chamber Of Commerce	IA	\$209,493	President/ce	\$3,906	\$4,435	2025
Metro Area Youth Foundation	NE	\$189,673	Secretary	\$6,479	\$7,637	2023
Friends Of Dangberg Home Ranch	NV	\$210,976	Executive Director	\$57,386	\$61,231	2024
Good Neighbor Network	OR	\$188,192	Board Member	\$11,667	\$11,533	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.

● Sample, role match & sensitivity

PEER COUNT **170** organizations. Compensation range \$824–\$178,624; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$199,659); for reference, expenses \$257,869 and assets \$843,237.
ROLE MATCH	Nancy S Gates Mc Carthy, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	27 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	68 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 (Nancy S Gates Mc Carthy) 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 170 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,240 is reasonable (approximately the 27th 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.