

# Cars For Neighbors Inc

Executive Director / CEO

EIN 411964516

MN · NTEE T40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joe Mckenzie Resigned 6923, Executive Director / CEO** (\$32,367) against **every comparable organization** that fit the selection criteria — **570** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Joe Mckenzie Resigned 6923 — reported title "PHILANTHROPI", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T40).
BUDGET	Total revenue between \$122,962 and \$275,289 — 0.67x to 1.50x the subject's \$183,526 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

**570** organizations qualified on sector, size, and geography → **570** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$7,554

\$21,260

\$38,500

\$60,920

\$87,572

**\$32,367**



## ● 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 MN 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="#">Retired Senior Volunteer Program Of Daviess Co In Inc</a>	IN	\$183,633	Executive Director	\$54,000	<b>\$57,631</b>	2023
<a href="#">Ssm Health At Home Foundation Of</a>	WI	\$183,658	President-post Acute	\$219,796	<b>\$225,644</b>	2024
<a href="#">Swfl Children's Charities Inc</a>	FL	\$183,837	Executive Director	\$105,385	<b>\$100,192</b>	2023
<a href="#">Bgccf Nmtc Inc</a>	FL	\$184,000	President/ceo (Thru 08/2023)	\$37,813	<b>\$34,918</b>	2024
<a href="#">Isaiah House Inc</a>	CA	\$182,904	President	\$7,700	<b>\$6,729</b>	2023
<a href="#">Ann Arbor Spark Foundation</a>	MI	\$182,887	President & Ceo	\$42,697	<b>\$43,321</b>	2024
<a href="#">Texas Nursery And Landscape Association Foundation</a>	TX	\$182,483	Executive Director	\$17,738	<b>\$17,442</b>	2024
<a href="#">Philanthropy Delaware</a>	DE	\$184,593	President & Ceo	\$140,200	<b>\$134,944</b>	2024
<a href="#">The Fatherhood Comission Inc</a>	AL	\$184,615	Executive Di	\$72,000	<b>\$78,720</b>	2023
<a href="#">Eaton Rapids Medical Center Foundation</a>	MI	\$184,658	President	\$19,871	<b>\$20,757</b>	2023
<a href="#">The Magasid Institute</a>	TN	\$185,144	President	\$84,716	<b>\$87,535</b>	2024
<a href="#">Bay Area Chamber Foundation Inc</a>	FL	\$185,200	President/ceo	\$35,289	<b>\$32,588</b>	2024
<a href="#">The Care Collaborative Inc</a>	MA	\$185,282	Executive Director	\$25,904	<b>\$22,882</b>	2024
<a href="#">Anchorage Concert Foundation Inc</a>	AK	\$181,741	Aca - Executive Director	\$10,867	<b>\$10,514</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mvp Foundation</a>	AZ	\$181,500	Executive Director	\$60,000	<b>\$58,398</b>	2023
<a href="#">Gleaners Of South Lake County Inc</a>	IN	\$185,696	Dir/treas.	\$17,865	<b>\$19,066</b>	2023
<a href="#">Eden Incorporated</a>	IL	\$185,739	Intl Director	\$42,600	<b>\$41,169</b>	2024
<a href="#">Continental Divide Color Guard Circuit</a>	CO	\$185,947	Treasurer	\$1,000	<b>\$942</b>	2024
<a href="#">William B Dickinson Educational Trust</a>	NY	\$181,101	Trustee	\$32,000	<b>\$28,424</b>	2024
<a href="#">Tony Laudadio Foundation</a>	TX	\$186,253	Executive Director	\$9,000	<b>\$8,850</b>	2024
<a href="#">The Community Foundation For St</a>	CT	\$186,361	Director	\$2,083	<b>\$1,920</b>	2024
<a href="#">Bonifacio Place Inc</a>	CA	\$180,523	Ceo	\$47,732	<b>\$41,713</b>	2023
<a href="#">United Way Of Rockingham County</a>	NC	\$186,647	Executive Di	\$77,112	<b>\$78,323</b>	2024
<a href="#">United Way Of Western Crawford County</a>	PA	\$186,732	Executive Director	\$66,950	<b>\$65,629</b>	2024
<a href="#">Community Foundation Realty Inc</a>	LA	\$186,777	President/director	\$75,968	<b>\$82,228</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **570** organizations. Compensation range \$97–\$736,086; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$183,526); for reference, expenses \$215,779 and assets \$96,439.
ROLE MATCH	Joe Mckenzie Resigned 6923, reported title "PHILANTHROPI", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	174 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	41 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	27 <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 (Joe Mckenzie Resigned 6923) 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 570 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,367 is reasonable (approximately the 41<sup>st</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.