

Project Megsss Inc

Executive Director / CEO

EIN **431191496**
 MO · NTEE B27Z
 FY ending 2025-05-31
June 9, 2026

This analysis benchmarks the total compensation of **Douglas Hunt, Executive Director / CEO** (\$28,100) against **every comparable organization** that fit the selection criteria — **869** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: Douglas Hunt — reported title “Director, Teacher Representative”, 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 (B27Z).

BUDGET Total revenue between \$90,504 and \$202,621 — 0.67x to 1.50x the subject's \$135,081 (the band tightens as size grows).

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

869 organizations qualified on sector, size, and geography → **869** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,712	\$15,280	\$32,751	\$56,239	\$79,511	\$28,100
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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 MO 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
South Texas Association Of Schools	TX	\$135,050	Former Executive Director (Thru 3/11)	\$61,440	\$59,562	2024
Needs Beyond Medicine	UT	\$135,027	Founder/ceo	\$37,000	\$37,784	2023
The Financial Education And Economic Transformation Center	CO	\$135,000	Executive Director	\$15,000	\$14,351	2023
Extravagant Love Project	PA	\$135,234	Executive Di	\$43,395	\$41,939	2024
Germination Project	PA	\$135,253	Executive Di	\$96,000	\$95,520	2023
Baptist Medical Dental Fellowship	AL	\$134,845	Executive Dir.	\$54,000	\$58,207	2023
Cultivatus Leadership Institute	NC	\$135,415	President	\$32,625	\$33,634	2023
Fort Hunt Preschool Inc	VA	\$134,693	Preschool Director	\$55,633	\$52,058	2024
Montezuma Schools Inc	AZ	\$134,683	Manager	\$21,000	\$20,151	2023
Southeastern Ct Chinese School	CT	\$135,480	Principal	\$1,650	\$1,461	2025
Stamford Polish Saturday School Inc	CT	\$134,652	Director Of Spss	\$9,781	\$8,888	2024
Center For Arts Design And Social	MA	\$135,560	Executive Director	\$89,581	\$80,318	2023
Student Loan Fund Inc	CT	\$134,579	Executive Director	\$62,550	\$56,837	2024
Police Benevolent Associaton	FL	\$134,541	President	\$11,611	\$10,883	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blairsville Library Association	PA	\$134,489	Director	\$16,800	\$16,237	2024
Ridgeway Community Association	MN	\$135,697	Secretary/clerk	\$442	\$424	2024
Isis Hawaii	HI	\$135,730	President	\$31,400	\$28,050	2023
Stanford University Bookstore	CA	\$135,857	President	\$245,418	\$211,443	2023
Slippery Rock Community Library	PA	\$134,279	Director	\$31,847	\$30,779	2024
Accessible Arts Vsa Kansas Inc	KS	\$134,094	Executive Director	\$55,607	\$58,220	2024
The Woodland Foundation	LA	\$136,138	Executive Director	\$48,419	\$51,670	2024
Marie A Mansbach Memorial Student	VA	\$134,015	Secretary	\$5,470	\$5,119	2024
Preston Brown Foundation	FL	\$136,155	Executive Di	\$52,000	\$47,342	2024
St Ursula Academy Scholarship Granting	OH	\$134,005	President	\$16,697	\$17,139	2024
Franklin Education Association	MA	\$133,990	President	\$8,500	\$7,212	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2025 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 MO 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 **869** organizations. Compensation range \$1–\$427,651; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$135,081); for reference, expenses \$88,542 and assets \$116,983.
ROLE MATCH	Douglas Hunt, reported title " <i>Director, Teacher Representative</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	183 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	33 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	45 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	36 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 (Douglas Hunt) 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 869 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,100 is reasonable (approximately the 45th 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.