

This analysis benchmarks the total compensation of **Dudley Conneely, Executive Director / CEO** (\$54,000) against the **2000** closest of **2,811** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Dudley Conneely — reported title “EXECUTIVE DIRECTOR/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P86).
BUDGET	Total revenue between \$154,343 and \$345,546 — 0.67x to 1.50x the subject's \$230,364 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,811 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$12,566	\$28,916	\$50,320	\$72,554	\$94,777	\$54,000
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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 CA 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
New Creations Ministries Inc	MI	\$230,355	Executive Di	\$40,000	\$46,441	2024
Hopester Inc	CA	\$230,347	Ceo	\$109,704	\$106,557	2024
Haven Center	SD	\$230,320	Executive Director	\$20,844	\$26,641	2023
Volunteer Collective	CA	\$230,316	Executive Dir.	\$83,866	\$81,460	2024
Helping Women Period Inc	MI	\$230,304	Executive Director	\$44,640	\$53,359	2023
Korean American Association Of Chicago	IL	\$230,440	Vice President	\$22,300	\$24,025	2025
Wyoming Families For Hands & Voices	WY	\$230,283	Assistant Di	\$39,100	\$45,882	2025
Never Give Up Never Quit	OH	\$230,250	Ceo	\$100,000	\$119,139	2024
Pastor In Residence Ministries Inc	MI	\$230,485	Executive Di	\$43,655	\$52,182	2023
Scala Foundation A Nj Nonprofit Corporation	NJ	\$230,225	Chair	\$81,500	\$81,852	2024
Dandelion House	OR	\$230,189	President	\$11,470	\$11,982	2024
Extended Family	AL	\$230,175	Executive Director	\$39,646	\$48,179	2024
Milton Learning Center	NH	\$230,592	School Administrator/former Director	\$92,770	\$99,201	2023
Panhandle Day Care Center Inc	NE	\$230,622	Executive Di	\$47,891	\$57,940	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eagle Family Ministries Inc	AR	\$230,634	President	\$32,500	\$42,306	2023
Sycamore Farm Ky Inc	KY	\$230,031	Director	\$30,572	\$36,946	2024
Provisions Food Pantry And Thrift Store	NH	\$229,954	Executive Director End 10/2024	\$17,798	\$18,485	2024
Ypsilanti Senior Center	MI	\$229,943	Executive Director	\$41,600	\$47,054	2025
Wickham Park Senior Center Association Inc	FL	\$230,808	Director	\$8,750	\$9,008	2025
Precious Jewels Learning Academy	GA	\$230,831	Executive Directorceo	\$29,900	\$34,816	2023
Community Grief Support Service	AL	\$230,846	Executive Director - Part Year	\$45,536	\$55,337	2024
Credit Coalition Inc	TX	\$229,874	Executive Director	\$105,067	\$118,222	2024
Wide Horizons Incorporated	CA	\$230,862	Chief Executive Officer	\$12,500	\$12,500	2023
Emerge Global Inc	OK	\$229,759	Director	\$63,996	\$79,266	2024
Restore Childhood	NY	\$229,711	Founder	\$40,000	\$40,657	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **2000** organizations. Compensation range \$20–\$430,477; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$230,364); for reference, expenses \$110,389 and assets \$166,207. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dudley Conneely, reported title " <i>EXECUTIVE DIRECTOR/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	167 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	37 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	55 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	57 th
All sources (D + E + F), adjusted	49 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 (Dudley Conneely) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,000 is reasonable (approximately the 55th 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.