

# Its My Life Inc

Executive Director / CEO

EIN 464447706

PA · NTEE E50

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Courtney Mcgee, Executive Director / CEO** (\$31,384) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22<sup>nd</sup>** percentile of comparable organizations below the typical range for comparable organizations

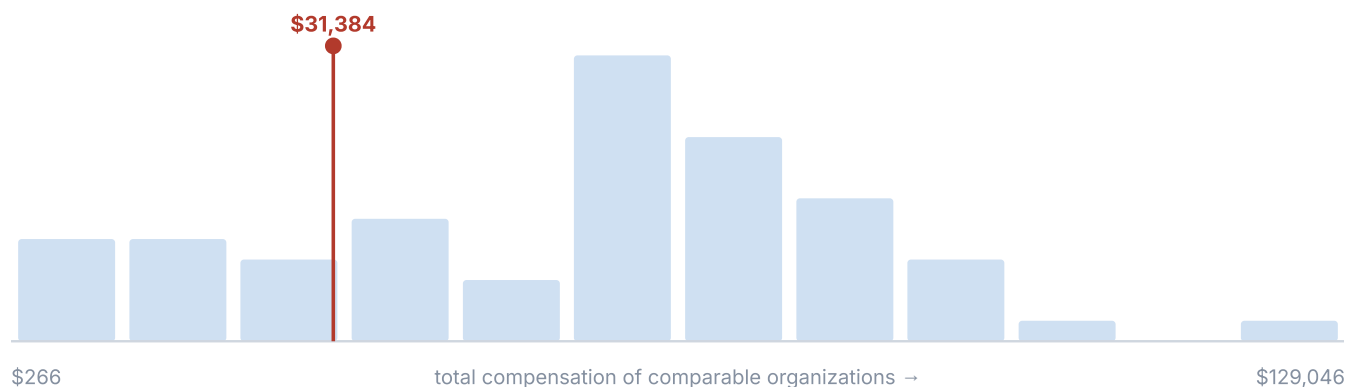
**Benchmarked executive:** Courtney Mcgee — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E50).
BUDGET	Total revenue between \$282,392 and \$632,221 — 0.67x to 1.50x the subject's \$421,481 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E50), nationwide + budget 0.67–1.5x revenue.

**60** organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,830	\$33,565	\$60,134	\$71,255	\$85,329	\$31,384
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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 PA 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="#">Natures Edge Therapy Center Inc</a>	WI	\$419,248	Secretary	\$10,000	<b>\$10,782</b>	2023
<a href="#">Gaylord Farm Rehabilitation Center Inc</a>	CT	\$425,761	President & Ceo	\$20,785	<b>\$19,542</b>	2024
<a href="#">High &amp; Mighty Therapeutic Riding</a>	NY	\$432,029	Executiver Director	\$76,767	<b>\$69,561</b>	2024
<a href="#">Horses With Hope Inc</a>	PA	\$401,660	Executive Director	\$65,001	<b>\$65,001</b>	2024
<a href="#">Spurs Therapeutic Riding Center Inc</a>	SD	\$401,581	Executive Director	\$53,000	<b>\$60,387</b>	2023
<a href="#">Vip Neurorehabilitation Center</a>	CA	\$400,040	Executive Di	\$69,167	<b>\$61,661</b>	2023
<a href="#">Warrior Ranch Foundation Inc</a>	NY	\$395,902	President	\$21,650	<b>\$19,618</b>	2024
<a href="#">Majestic Hills Ranch Foundation</a>	MN	\$451,868	Executive Di	\$57,885	<b>\$59,050</b>	2023
<a href="#">Cassidy's Cause Therapeutic Riding</a>	KY	\$453,099	Exec Dir/secretary	\$42,266	<b>\$45,535</b>	2024
<a href="#">Caring With Compassion Community</a>	WA	\$454,346	President	\$100,000	<b>\$89,779</b>	2024
<a href="#">Sunflower Adult Day Services Inc</a>	KS	\$455,518	Executive Di	\$70,421	<b>\$78,543</b>	2023
<a href="#">Leaps And Sounds Pediatric Rehabilitation</a>	OH	\$385,091	Voting Member	\$66,060	<b>\$70,162</b>	2024
<a href="#">The Barn At Spring Brook Farm Inc</a>	PA	\$458,188	Vice Preside	\$1,710	<b>\$1,710</b>	2024
<a href="#">Still Waters Equestrian Academy</a>	NE	\$459,592	Director	\$55,520	<b>\$59,881</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Therapy Dogs International Inc</a>	NJ	\$380,069	President	\$140,000	<b>\$129,046</b>	2023
<a href="#">Arise At Marshall Farms Inc</a>	NY	\$380,033	Ceo	\$18,310	<b>\$17,082</b>	2023
<a href="#">Association Of Occupational And</a>	DC	\$378,399	Executive Director	\$79,185	<b>\$69,680</b>	2024
<a href="#">Hope To Walk Inc</a>	VA	\$376,619	Executive Di	\$49,718	<b>\$48,138</b>	2024
<a href="#">Carrusel En La Sebastiana Corp</a>	PR	\$369,010	Executive Director	\$41,900	<b>\$43,138</b>	2023
<a href="#">Easter Seals Southwest Florida</a>	FL	\$361,813	President & Ceo	\$15,453	<b>\$14,557</b>	2024
<a href="#">Windhorse Equine Learning</a>	MT	\$358,139	Executive Director	\$55,000	<b>\$59,451</b>	2024
<a href="#">The Arc Of Whatcom County</a>	WA	\$357,296	Executive Director	\$63,711	<b>\$58,889</b>	2023
<a href="#">Warrior Salute Veteran Services Inc</a>	NY	\$490,596	Chief Executive Officer	\$24,419	<b>\$22,127</b>	2024
<a href="#">Salt Lake Harm Reduction Project</a>	UT	\$347,236	Executive Dir.	\$62,500	<b>\$64,145</b>	2024
<a href="#">Destination Rehab</a>	OR	\$496,199	Executive Di	\$73,218	<b>\$70,197</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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** 60 organizations. Compensation range \$266–\$129,046; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$421,481); for reference, expenses \$208,170 and assets \$364,504. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Courtney Mcgee, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	22 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	23 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	90 <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 (Courtney Mcgee) 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 60 similarly situated organizations (Same NTEE sector (E50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,384 is reasonable (approximately the 22<sup>nd</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 9, 2026.