

Coahoma County Conservation League

Executive Director / CEO

EIN 640358095

MS · NTEE N50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Philip C Clegg, Executive Director / CEO** (\$9,000) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

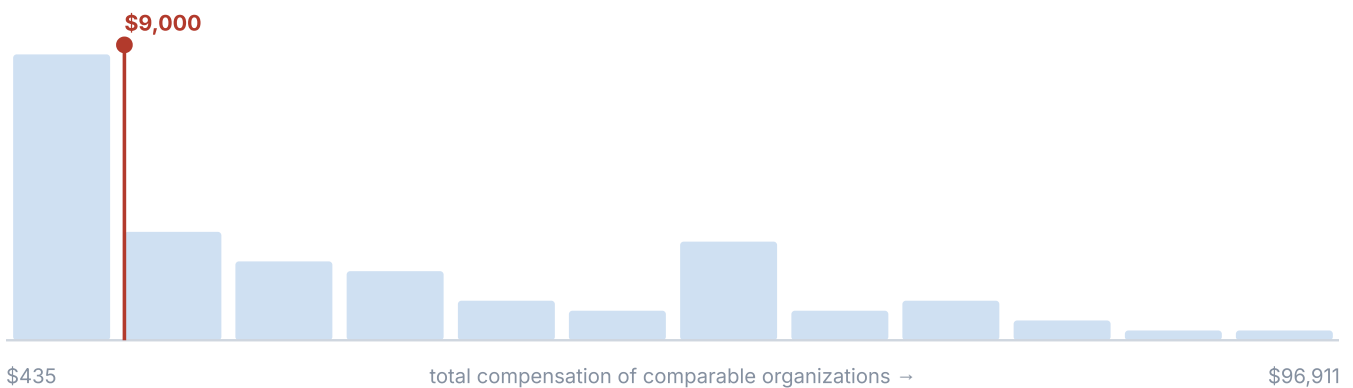
Benchmarked executive: Philip C Clegg — reported title “Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N50).
BUDGET	Total revenue between \$303,596 and \$679,693 — 0.67x to 1.50x the subject's \$453,129 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N50), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,678	\$5,275	\$18,709	\$46,964	\$62,274	\$9,000
---------	---------	----------	----------	----------	---------



■ 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 MS 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
Logan Missouri Valley Country Club	IA	\$451,100	Key Employee	\$77,405	\$72,009	2025
North End Boat Club	MA	\$448,969	President	\$5,000	\$4,034	2023
Star Track Cycling Inc	NY	\$448,794	Co-director	\$34,833	\$27,451	2024
Coon Rapids Youth Hockey	MN	\$459,288	Gambling Man	\$62,061	\$55,060	2023
Benton Golf And Country Club	KY	\$463,873	Director	\$26,042	\$24,401	2024
Arena National Inc	NC	\$466,630	Vp Of Growth Development	\$5,720	\$5,155	2024
Hetland Youth Hockey Association	MA	\$472,032	Player Development	\$3,500	\$2,824	2023
Le Club Alpin De Raquetteurs Inc	NH	\$432,349	President	\$4,800	\$3,979	2023
Lafayette Tennis Association	DC	\$473,964	Supervisor	\$107,000	\$81,887	2024
St Petersburg Shuffleboard Club Inc	FL	\$431,767	Executive Director	\$67,089	\$56,588	2023
South End Beneficial Association	PA	\$429,629	President	\$31,200	\$27,135	2024
Renaissance Knights Foundation	IL	\$477,135	President	\$72,500	\$62,160	2024
Hill-top Athlectic Association	PA	\$427,687	Trustee	\$5,200	\$4,523	2024
Petaluma Phoenix Center Inc	CA	\$425,390	Director/ Theater Manager	\$49,596	\$37,349	2024
Bloody Run Social Club	PA	\$424,611	Secretary/ Treasurer	\$49,995	\$42,360	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
West Wyomissing Fire Co Social	PA	\$486,412	President	\$4,195	\$3,756	2023
Western Harnett Youth Recreation Association Inc	NC	\$413,272	Althetic Director	\$60,541	\$54,555	2024
The Southern California High School	CA	\$496,025	President	\$106,000	\$79,825	2024
La Jolla Volleyball Inc	CA	\$405,973	President	\$43,225	\$32,551	2024
Keys Of Arizona Inc	AZ	\$404,115	President	\$62,833	\$52,699	2024
Holmes Harbor Rod & Gun Club	WA	\$402,280	Director	\$76,485	\$59,720	2024
Newport Social Order Of Owls Inc	PA	\$402,089	Officer	\$6,985	\$6,254	2023
Fearless Fire Co No 14 Of Allentown	PA	\$514,195	President	\$500	\$435	2024
Cascade Volleyball Club Of Seattle	WA	\$390,706	Executive Dir.	\$67,269	\$52,524	2024
Pedals For Progress	NJ	\$388,344	President	\$51,500	\$40,100	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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 83 organizations. Compensation range \$435–\$96,911; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$453,129); for reference, expenses \$361,921 and assets \$12,327,582.

ROLE MATCH Philip C Clegg, reported title "*Treasurer*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	39 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	39 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 (Philip C Clegg) 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 83 similarly situated organizations (Same NTEE sector (N50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,000 is reasonable (approximately the 39th 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.