

The Arc Of The Gulf Coast

Executive Director / CEO

EIN 746245736

TX · NTEE F30

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Melisa Mcneil, Executive Director / CEO** (\$61,300) against **every comparable organization** that fit the selection criteria — **194** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F30).
BUDGET	Total revenue between \$78,385 and \$175,489 — 0.67x to 1.50x the subject's \$116,993 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

194 organizations qualified on sector, size, and geography → **194** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,980	\$21,962	\$38,598	\$59,089	\$73,606	\$61,300
---------	----------	----------	----------	----------	----------



■ 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 TX 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
Thresholds Housing Inc	IL	\$116,338	Chief Executive Officer	\$29,764	\$29,252	2023
Amity Resource Management Inc	NY	\$115,962	Executive Director	\$16,361	\$14,780	2023
Dare Coalition Against Substance	NC	\$118,147	Programs Dir	\$36,612	\$37,818	2023
Standing Firm Ministries Inc	AR	\$118,516	Director	\$4,017	\$4,514	2023
Stepping Stones To Success Inc	CA	\$118,760	Ceo	\$32,400	\$27,166	2024
Knowresolve	MI	\$119,233	Executive Di	\$68,000	\$70,166	2023
Special Needs Education And Resources Foundation	PA	\$119,290	Officer	\$46,923	\$45,437	2024
St Landry-evangeline Sexual Assault	LA	\$119,804	Executive Di	\$31,200	\$34,345	2023
Strategies For Change	CA	\$114,061	Director	\$38,295	\$33,057	2023
Turning Everything Around	NC	\$113,970	President	\$15,500	\$16,011	2023
Consumer Avocates For Smoke Free Alternatives Association Inc	NY	\$120,581	Ceo	\$56,837	\$51,343	2023
Restoried Life	SC	\$120,599	Member	\$60,000	\$59,213	2025
Newbridge Fund Inc	NJ	\$121,147	Ceo	\$11,980	\$10,386	2024
Mental Health Association	NJ	\$112,616	President/ceo	\$3,450	\$3,079	2023
Bunker Residential Home	MO	\$111,118	Manager	\$23,914	\$24,594	2024
A New Beginning Pregnancy Resource	WV	\$123,182	Executive Di	\$43,651	\$45,893	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Samaritan Counseling Center	NY	\$110,406	Executive Di	\$48,651	\$42,688	2024
Emanuel Co Alcohol & Drug Inc	GA	\$123,717	Director	\$33,233	\$32,447	2024
Bell Tower Inc	IN	\$109,853	Ex-officio & Regional Ceo	\$63,183	\$66,609	2023
Above & Beyond Care	OH	\$124,516	Ceo	\$110,975	\$114,132	2024
Obed Apartments Inc	RI	\$124,781	President	\$52,490	\$50,316	2023
Community Coalitions Of Virginia	VA	\$124,842	Coordinator	\$22,040	\$20,131	2025
Family And Children's Center Inc	IN	\$108,817	Dir Of Bus -	\$36,085	\$36,951	2024
Kentucky Center For Grieving Children And Families Inc	KY	\$125,230	Executive Director	\$79,833	\$83,284	2024
Wsk House Inc	MA	\$125,238	Ceo	\$3,300	\$2,965	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 194 organizations. Compensation range \$240–\$286,006; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$116,993); for reference, expenses \$148,522 and assets \$146,025.

ROLE MATCH Melisa Mcneil, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	77 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	57 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 (Melisa Mcneil) 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 10, 2026, comparing compensation against 194 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,300 is reasonable (approximately the 77th 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 10, 2026.