

This analysis benchmarks the total compensation of **John Mainey, Executive Director / CEO** (\$33,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

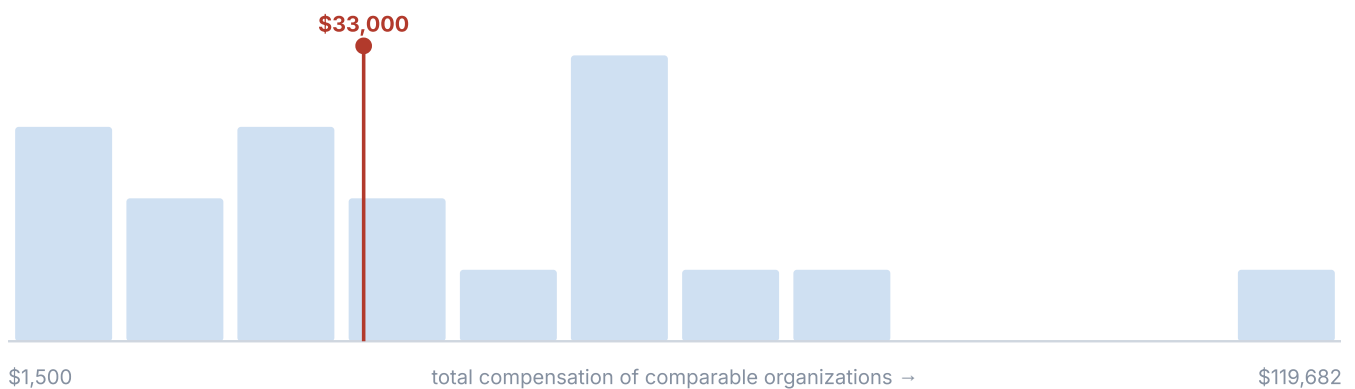
Benchmarked executive: John Mainey — reported title “Former Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$143,842 and \$322,036 — 0.67x to 1.50x the subject's \$214,691 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + NC + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,197	\$19,176	\$33,066	\$58,384	\$65,885	\$33,000
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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 NC 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
The Hundred Movement Inc	NC	\$215,394	Executive Dir.	\$32,415	\$32,415	2024
Stable Resources	NC	\$219,890	Director	\$119,682	\$119,682	2024
The Still Place Inc	NC	\$203,343	Executive Di	\$32,750	\$33,717	2023
Alamance Citizens For A Drug Free	NC	\$201,440	Secretary Ex	\$53,080	\$53,080	2024
Project Outpour	NC	\$198,088	Executive Director	\$44,234	\$44,234	2024
Kearahs Place Inc	NC	\$245,985	Executive Director	\$22,783	\$23,456	2023
Cognitive Connection Corporation	NC	\$248,242	Secretarytreasurer	\$1,500	\$1,500	2024
Young Women's Transitional Home Of Moore County	NC	\$175,847	Vice President	\$4,584	\$4,719	2023
A Touch Of The Father's Love Inc	NC	\$265,256	Executive Di	\$21,724	\$21,724	2024
Junior Charity League Of Concordinc	NC	\$163,213	Executive Di	\$13,881	\$14,291	2023
Community Organizing For Racial Equity	NC	\$269,721	Executive Dir.	\$71,667	\$73,784	2023
A Giving Heart Project	NC	\$148,649	Executive Director	\$27,000	\$27,000	2024
Casa Azul De Wilson	NC	\$296,270	Herrera-picasso	\$52,000	\$53,536	2023
Hope Abounds Inc	NC	\$297,741	Vice President	\$60,000	\$60,000	2024
Strong Life Ministries	NC	\$304,867	Presdent/director	\$17,800	\$18,326	2023
Christ Cares 4 U Ministries Inc	NC	\$313,388	President	\$60,000	\$60,000	2024
One Place	NC	\$319,653	President	\$10,797	\$11,116	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Piedmont Environmental Alliance Inc	NC	\$320,119	Executive Director	\$62,500	\$62,500	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	18 organizations. Compensation range \$1,500–\$119,682; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$214,691); for reference, expenses \$220,767 and assets \$101,397.
ROLE MATCH	John Mainey, reported title <i>"Former Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	50 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	44 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 (John Mainey) 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 18 similarly situated organizations (Same NTEE sector (P20) + NC + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,000 is reasonable (approximately the 50th 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.