

Dirt Roads Network Inc

Executive Director / CEO

EIN 832589693

KS · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steve Mcvey, Executive Director / CEO** (\$88,177) against **every comparable organization** that fit the selection criteria — **969** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

Benchmarked executive: Steve Mcvey — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X20).

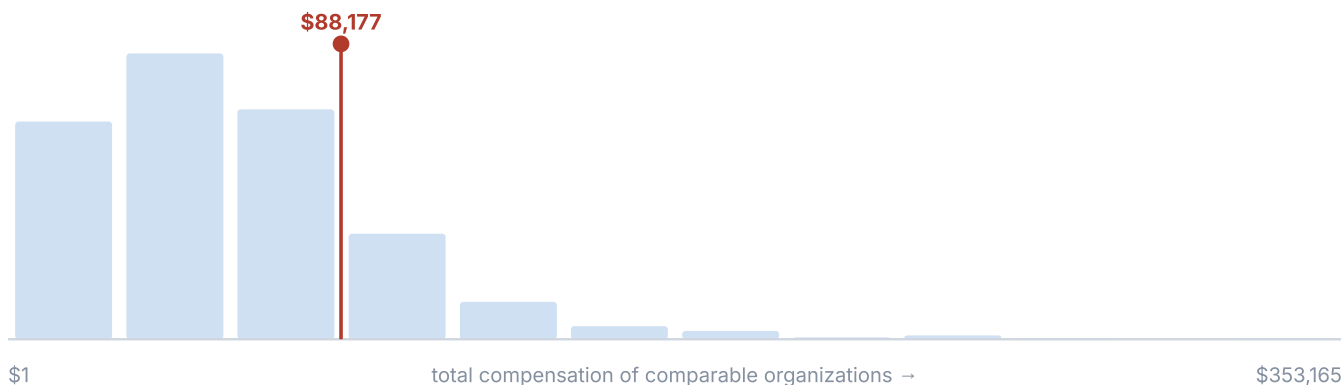
BUDGET Total revenue between \$240,452 and \$538,327 — 0.67x to 1.50x the subject's \$358,885 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

969 organizations qualified on sector, size, and geography

→ **969** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1

total compensation of comparable organizations →

\$353,165

\$14,812

\$30,248

\$52,176

\$80,019

\$108,839

\$88,177

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 81ST
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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 KS 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
Order Of The Common Life	OH	\$358,788	Founding Director	\$33,336	\$32,682	2024
The Mission Inc	MS	\$358,989	Treasurer	\$56,173	\$59,621	2023
Northeast Wisdom Inc	CT	\$358,731	President	\$600	\$521	2024
World Missions Outreach Inc	NV	\$358,724	President	\$30,000	\$27,835	2024
1st Street Church	CO	\$359,128	President	\$16,203	\$14,381	2024
Vietnam Ministries Inc	CA	\$359,315	President	\$62,022	\$49,574	2024
Servants Ministry	VA	\$359,563	Executive Director	\$80,003	\$73,614	2023
Illustra Media	CA	\$357,902	President	\$800	\$639	2024
My Brother's Keeper Outreach Center	TX	\$359,914	Ceo	\$82,500	\$78,645	2023
Ann Ree Colton Foundation Of Niscience	CA	\$357,776	Director	\$43,039	\$34,401	2024
Shane Willard Ministries	SC	\$360,096	President	\$119,000	\$114,914	2024
Neck Ministries	PA	\$357,662	President	\$121,010	\$111,702	2024
Alaska Mission For Christ	AK	\$360,232	Executive Dir.	\$91,520	\$80,991	2024
Evangelicals For Social Action - Fresno	CA	\$357,472	Exec Director	\$75,124	\$60,046	2024
Police Chaplains Ministry Fund	IL	\$356,777	Fund Director	\$152,066	\$138,382	2024
Christ Is The Answer Ministries Inc	FL	\$361,100	President	\$83,016	\$72,188	2024
Life Ready Inc	KY	\$356,393	Executive Di	\$83,871	\$83,408	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jesus Project Ministries	LA	\$361,550	Vice President	\$30,000	\$30,578	2024
The Hope Church Of Detroit Inc	MI	\$356,089	President	\$48,472	\$47,679	2023
Destiny Sports Mission Inc	TX	\$355,921	Founder/director	\$55,043	\$50,966	2024
Kingdom Acts Ministries International	TX	\$355,807	Pastor/president	\$45,504	\$43,378	2023
The Crete Collective	DC	\$355,742	Director	\$21,331	\$17,838	2023
Rocky Mountain Police Chaplains	CO	\$355,724	Executive Director	\$24,000	\$21,931	2023
Rt Kendall Ministries Inc	TN	\$362,095	President	\$62,056	\$62,162	2023
Awaken Inc	AL	\$355,603	President	\$95,293	\$95,293	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	969 organizations. Compensation range \$1–\$353,165; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$358,885); for reference, expenses \$260,702 and assets \$161,870.
ROLE MATCH	Steve Mcvey, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	81 st
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	80 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 (Steve Mcvey) 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 969 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,177 is reasonable (approximately the 81st 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.