

# Collective Chicago

Executive Director / CEO

EIN 832674900

IL · NTEE L41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dan Minea, Executive Director / CEO** (\$65,769) against **every comparable organization** that fit the selection criteria — **68** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69<sup>th</sup>** percentile of comparable organizations within the typical range

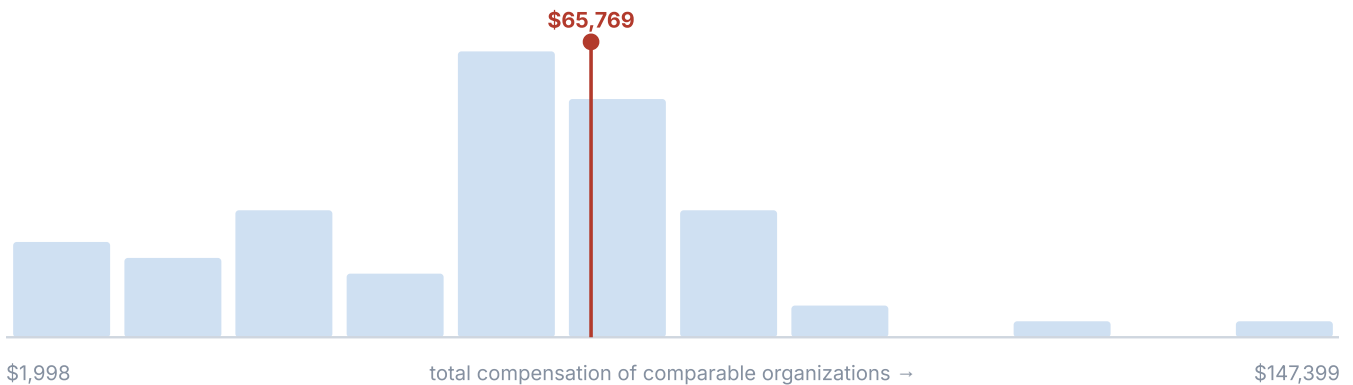
**Benchmarked executive:** Dan Minea — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L41).
BUDGET	Total revenue between \$172,522 and \$386,244 — 0.67x to 1.50x the subject's \$257,496 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L41), nationwide + budget 0.67–1.5x revenue.

**68** organizations qualified on sector, size, and geography → **68** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,245	\$35,061	\$57,974	\$71,843	\$80,608	\$65,769
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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 IL 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="#">Greater Westfield Mass Committee For The Homeless Inc</a>	MA	\$256,368	Executive Director	\$65,730	<b>\$61,855</b>	2023
<a href="#">Hope House Of McAlester Inc</a>	OK	\$256,012	Executive Dir.	\$32,337	<b>\$37,289</b>	2023
<a href="#">Family Promise Of Grayson County</a>	TX	\$260,437	Executive Di	\$57,780	<b>\$58,791</b>	2024
<a href="#">Geauga Faith Rescue Mission Inc</a>	OH	\$261,428	Executive Director	\$55,250	<b>\$59,523</b>	2024
<a href="#">Tims Clube</a>	IA	\$252,434	Administrator	\$5,967	<b>\$6,646</b>	2024
<a href="#">Brothers Keeper Inc</a>	IN	\$249,691	Facility Manager	\$48,508	<b>\$52,033</b>	2024
<a href="#">Covenant International Foundation</a>	NY	\$266,283	President & Ceo As Of Feb 2023	\$37,308	<b>\$35,304</b>	2023
<a href="#">Visitation House Ministriesinc</a>	TX	\$247,127	Executive Dir.	\$87,612	<b>\$91,778</b>	2023
<a href="#">Murfreesboro Cold Patrol Inc</a>	TN	\$247,120	Executive Director	\$42,039	<b>\$46,276</b>	2023
<a href="#">Bethel House Of Whitewater Inc</a>	WI	\$245,566	Director Of Case Management	\$48,750	<b>\$51,787</b>	2024
<a href="#">Audrain County Shelter Resource Coalition</a>	MO	\$270,203	Director	\$54,158	<b>\$58,347</b>	2024
<a href="#">Murfreesboro Rescue Mission Inc</a>	TN	\$271,580	Executive Di	\$46,800	<b>\$50,038</b>	2024
<a href="#">Mattoon Area Pads Community</a>	IL	\$241,802	Exec Dir	\$74,287	<b>\$74,287</b>	2024
<a href="#">Gospel Homes For Women</a>	CO	\$241,398	Treasurer	\$25,000	<b>\$24,384</b>	2024
<a href="#">Metro Womens Center</a>	MN	\$273,758	Center Director	\$58,826	<b>\$57,601</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sitka Homeless Coalition</a>	AK	\$239,078	Executive Di	\$66,561	<b>\$64,728</b>	2024
<a href="#">Ashland Church Community Emergency</a>	OH	\$237,807	Executive Di	\$49,920	<b>\$55,369</b>	2023
<a href="#">Gateway House Inc</a>	DE	\$277,511	Executive Director	\$73,489	<b>\$75,355</b>	2023
<a href="#">Helping Hands-interfaith Coalition For</a>	NY	\$278,522	Executive Director	\$68,499	<b>\$62,961</b>	2024
<a href="#">The Haven Of Manitowoc County Inc</a>	WI	\$278,915	Executive Director	\$62,250	<b>\$66,128</b>	2024
<a href="#">Community Homeless Outreach</a>	TN	\$280,112	Director	\$53,989	<b>\$59,430</b>	2023
<a href="#">Dupage Housing Solutions Inc</a>	IL	\$282,438	President & Ceo	\$7,460	<b>\$7,460</b>	2024
<a href="#">Family Promise Of Bradley County</a>	TN	\$282,567	Executive Director	\$52,525	<b>\$56,159</b>	2024
<a href="#">Washtenaw Housing Alliance</a>	MI	\$284,243	Executive Di	\$103,370	<b>\$111,733</b>	2023
<a href="#">Duluth Harbor Rescue Mission Inc</a>	MN	\$229,672	Director	\$48,441	<b>\$48,687</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **68** organizations. Compensation range \$1,998–\$147,399; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$257,496); for reference, expenses \$336,402 and assets \$166,197.

<b>ROLE MATCH</b>	Dan Minea, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
<b>RELATED-ORG PAY</b>	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
<b>OUTLIERS</b>	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	69 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	71 <sup>st</sup>
All sources (D + E + F), adjusted	65 <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 (Dan Minea) 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 68 similarly situated organizations (Same NTEE sector (L41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,769 is reasonable (approximately the 69<sup>th</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.