

Dad Guild Inc

Executive Director / CEO

EIN 833889519

VT · NTEE S82

FY ending 2025-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Geoffrey Keegan Albaugh, Executive Director / CEO** (\$82,455) against **every comparable organization** that fit the selection criteria — **1763** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Geoffrey Keegan Albaugh — 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 (S82).
BUDGET	Total revenue between \$256,536 and \$574,336 — 0.67x to 1.50x the subject's \$382,891 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,763 organizations qualified on sector, size, and geography → **1,763** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,566	\$45,933	\$75,359	\$107,151	\$148,747	\$82,455
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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 VT 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
Allendale County Alive	SC	\$382,763	Executive Director	\$41,811	\$43,336	2025
Alabama Cancer Congress	MD	\$383,020	Board Member	\$2,000	\$1,907	2024
Cen-tex African American Chamber Of Commerce Inc	TX	\$383,036	Executive Director	\$71,926	\$75,541	2023
Renewable Hydrogen Alliance	OR	\$383,231	Executive Director	\$77,316	\$73,222	2024
Home Builder's Association Of St Joseph	IN	\$382,462	Executive Director	\$69,900	\$77,394	2023
South Carolina Funeral Directors Association Inc	SC	\$383,410	Executive Director	\$45,000	\$47,876	2024
Design Forward Alliance	CA	\$382,367	Executive Dir.	\$57,000	\$50,194	2024
Mississippi Gaming & Hospitality As	MS	\$382,314	Executive Director	\$160,417	\$187,584	2023
Corrections Usa	FL	\$382,299	Chairman	\$54,000	\$53,262	2023
The Michigan Environmental Council	MI	\$383,497	Former Presi	\$63,775	\$67,130	2024
Mobu Enterprises Foundation Corp	GA	\$383,520	Operations Manager	\$2,000	\$2,112	2023
Element 8	WA	\$382,211	Executive Director	\$89,334	\$83,974	2023
Peoplecare Center For Nonprofits Inc	NJ	\$383,668	Executive Director	\$65,838	\$59,947	2024
Colorado Springs Forward	CO	\$383,700	Chairman	\$130,955	\$128,057	2024
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$16,730	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Communitycare Of Lyme	NH	\$384,156	Executive Director (Former)	\$19,200	\$17,614	2025
Community Council	WA	\$384,254	Executive Di	\$110,978	\$104,320	2023
Pennsylvania State Association Of	PA	\$384,303	Pres. 10/23-	\$3,000	\$3,051	2024
Focused Outreach Richmond Inc	VA	\$381,351	Executive Dir.	\$67,500	\$66,465	2024
Main Street Oregon City	OR	\$384,442	Executive Director	\$68,557	\$64,927	2024
Operating Engineers Local 4 Building	MA	\$381,168	Director	\$96,800	\$86,422	2025
Kingsbridge Riverdale Van Cortland Development Co	NY	\$384,653	Executive Director	\$37,668	\$35,738	2023
Leadership Medina County	OH	\$381,116	Executive Director	\$78,401	\$82,500	2025
Globe Aware	TX	\$384,710	Chairman/director	\$65,200	\$66,512	2024
Northeast Ms Board Of Realtors	MS	\$384,769	Executive Di	\$62,378	\$70,849	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VT cost of living and 2025 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 VT 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 **1763** organizations. Compensation range \$212–\$684,999; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$382,891); for reference, expenses \$360,382 and assets \$83,227.

ROLE MATCH	Geoffrey Keegan Albaugh, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	199 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	73 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	56 th
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	48 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 (Geoffrey Keegan Albaugh) 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 1763 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,455 is reasonable (approximately the 56th 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.