

Mclennan Community Investment Fund

Executive Director / CEO

EIN 844371176

TX · NTEE W60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jane Allen, Executive Director / CEO** (\$38,400) against **every comparable organization** that fit the selection criteria — **402** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33rd** percentile of comparable organizations within the typical range

Benchmarked executive: Jane Allen — 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 (W60).
BUDGET	Total revenue between \$222,042 and \$497,110 — 0.67x to 1.50x the subject's \$331,407 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

402 organizations qualified on sector, size, and geography → **402** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,500	\$27,531	\$60,880	\$94,707	\$128,646	\$38,400
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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 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
Transportation Riders United Inc	MI	\$331,276	Executive Di	\$71,269	\$71,429	2024
Pathos Labs	CO	\$330,476	Executive Director	\$60,667	\$56,485	2024
Wv Cant Wait Votes A Non-profit Corporation	WV	\$329,916	Cochair	\$69,471	\$75,196	2023
Bikewalk North Carolina	NC	\$329,878	Executive Di	\$65,250	\$63,778	2025
Coalition To Protect Americas National	DC	\$332,997	Executive Dir.	\$118,320	\$103,797	2023
Support Sky Harbor Coalition	AZ	\$333,435	Executive Director	\$192,000	\$184,593	2023
Dementia Action Alliance	VA	\$329,292	Ceo	\$96,000	\$96,463	2022
Center For Compassionate Leadership Inc	NY	\$333,753	Chair	\$41,000	\$35,975	2024
Ground Work Play Therapy Inc	OH	\$328,423	Executive Di	\$45,980	\$47,288	2024
Department Of Illinois Vfw Auxiliary Inc	IL	\$326,983	Secretary	\$14,600	\$14,349	2023
Bike Library Inc	IA	\$336,285	Executive Director	\$57,380	\$62,808	2023
American Legion Post 286 Inc	FL	\$326,398	Past Command	\$18,820	\$16,725	2025
Leadership New Hampshire	NH	\$325,615	Executive Director	\$91,640	\$82,164	2024
The Peavey Project	VA	\$325,088	Officer	\$105,000	\$98,443	2024
A Better City Initiative Inc	MA	\$337,900	President & Ceo	\$25,387	\$22,152	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Midwest Region Laborers Veterans	IL	\$324,882	Legislative Director	\$139,724	\$133,382	2024
Seamless Bay Area	CA	\$337,941	Exec Director	\$63,920	\$53,595	2024
Buried Asset Management Institute-international	AL	\$324,510	Executive Director	\$20,496	\$22,136	2023
Villages Of San Mateo County	CA	\$324,218	Executive Director	\$130,350	\$109,294	2024
Link Houston	TX	\$323,849	Executive Director	\$153,721	\$149,311	2024
Public Health Fund Inc	MO	\$340,221	Administrator	\$15,817	\$16,267	2024
Good Knights Inc	OH	\$322,579	Executive Director	\$13,750	\$14,142	2024
Vallejo Veterans Building Council	CA	\$340,530	Building Manager	\$22,500	\$19,423	2023
Taxpayer Foundation Of Oregon	OR	\$321,399	Executive Director	\$113,450	\$105,323	2023
University Research Institute	TX	\$321,005	Chairman	\$27,000	\$27,000	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 402 organizations. Compensation range \$131–\$585,081; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$331,407); for reference, expenses \$268,612 and assets \$541,068.

ROLE MATCH	Jane Allen, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	33 rd
Total compensation (D + F), as reported (no adjustments)	32 nd
Reportable pay only (column D), adjusted	36 th
All sources (D + E + F), adjusted	28 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 (Jane Allen) 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 402 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,400 is reasonable (approximately the 33rd 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.