

Fiscal Index Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Andrew Mcveigh, Executive Director / CEO** (\$112,941) against **every comparable organization** that fit the selection criteria — **422** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

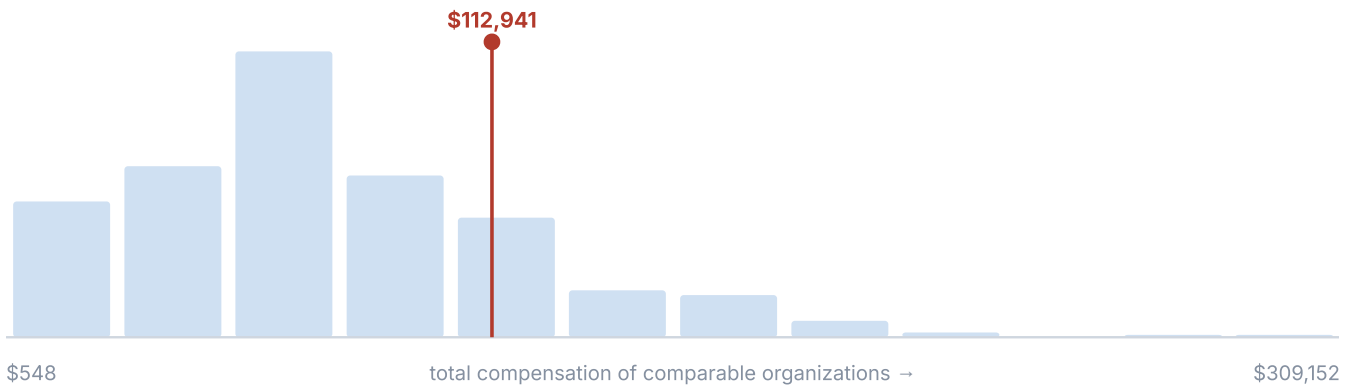
Benchmarked executive: Andrew Mcveigh — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R05).
BUDGET	Total revenue between \$291,781 and \$653,242 — 0.67x to 1.50x the subject's \$435,495 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

422 organizations qualified on sector, size, and geography → **422** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,621	\$45,256	\$71,383	\$101,529	\$134,188	\$112,941
----------	----------	----------	-----------	-----------	------------------



● 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
Minnesota Right To Life	MN	\$435,073	Executive Director	\$44,500	\$42,696	2024
Tectonic Justice Inc	CA	\$437,967	President	\$90,000	\$75,462	2024
Gateway Equity Institute	MO	\$438,221	Executive Director	\$62,278	\$64,049	2024
Advocates For Immigration Rights & Reconciliation Inc	KS	\$438,658	Executive Director Ex Oficio Non Voting	\$73,370	\$76,966	2024
Toccoa Life Inc	GA	\$438,925	Ceo	\$49,155	\$47,992	2024
Family Life Services Of Washtenaw County	MI	\$431,746	Executive Director	\$59,209	\$61,095	2023
Never Lost Inc	GA	\$431,616	Executive Dir.	\$69,639	\$67,991	2024
National Whistleblower Center	DC	\$439,947	Executive Dir.	\$182,358	\$155,385	2024
Grand Rapids Pride Center	MI	\$431,015	Executive Director	\$63,442	\$65,462	2023
Friends Of The Unborn Inc	MA	\$430,699	President/ D	\$69,843	\$60,942	2024
Life Care Pregnancy Center Inc	NC	\$430,518	Executive Director	\$53,469	\$53,646	2024
The Hometown Outreach Fund Inc	NY	\$430,400	Founder	\$14,485	\$12,709	2024
Project On Fair Representation Inc	TX	\$429,800	Executive Director	\$150,000	\$150,000	2023
Christian Legal Aid Of The District Of	DC	\$441,791	Executive Director	\$84,930	\$72,368	2024
Immigrant Legal Center Of Boulder County	CO	\$429,150	Executive Dir.	\$86,500	\$80,538	2024
Casa Of Ohio Valley Inc	KY	\$429,085	Executive Director	\$64,572	\$69,352	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Montanans For Choice	MT	\$428,489	Executive Director	\$98,333	\$102,924	2024
Wedignify	IL	\$443,561	Executive Director	\$73,903	\$70,549	2024
Casa Of The Permian Basin Inc	TX	\$426,647	Executive Director	\$64,181	\$62,340	2024
Dedication To Community	NC	\$444,415	Founder & Ceo	\$138,788	\$139,247	2024
Brave House Inc	NY	\$426,440	Executive Director	\$60,000	\$52,646	2024
The Frederick Center Inc	MD	\$426,086	Executive Director	\$56,406	\$51,206	2024
Shock The System Foundation	CA	\$444,916	Ceo, Cfo, Secretary	\$18,600	\$15,595	2024
Unity Coalition Coalicion Unida Inc	FL	\$425,800	Director	\$50,000	\$45,610	2024
Communities United For People	OR	\$445,780	Co-director	\$79,576	\$73,876	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 422 organizations. Compensation range \$548–\$309,152; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$435,495); for reference, expenses \$463,267 and assets \$101,982.

ROLE MATCH Andrew Mcveigh, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	82 nd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	76 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 (Andrew Mcveigh) 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 422 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,941 is reasonable (approximately the 82nd 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.