

The Journey Collective Incorporated

Executive Director / CEO

EIN 854188679
 NC · NTEE E70
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kiya W Shears, Executive Director / CEO** (\$8,200) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kiya W Shears — 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 (E70).
BUDGET	Total revenue between \$49,646 and \$111,148 — 0.67x to 1.50x the subject's \$74,099 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

189 organizations qualified on sector, size, and geography → **189** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,547	\$15,878	\$33,521	\$55,944	\$95,517	\$8,200
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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 NC 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
Global Midwife Education Foundation	MT	\$74,467	Executive Di	\$10,000	\$10,740	2023
Multicultural Health Foundation	CA	\$73,550	Executive Director	\$108,278	\$90,488	2024
Hospital Central Services Inc	PA	\$73,282	President	\$42,813	\$41,320	2024
Jessie Trice Collaborative Inc	FL	\$75,000	President & Ceo	\$10,812	\$9,576	2025
Gordon Tubbs Residential Facility Inc	AR	\$73,087	Executive Director	\$21,642	\$24,239	2023
Good Samaritan Nursing Center Inc	MD	\$73,000	President/director	\$57,000	\$53,098	2023
Topsfield-boxford Community Club	MA	\$72,838	Shop Co-manager	\$8,566	\$7,258	2025
Wholistic Midwifery School Of So Ca	CA	\$75,369	President	\$17,825	\$14,896	2024
The Pages Of Our Communities	MN	\$75,397	President	\$39,084	\$37,376	2024
Morgan Medical Center Foundation	GA	\$72,687	Member/hospi	\$64,464	\$62,731	2024
Holy Redeemer Active & Retirement Living	PA	\$76,206	Board Member, President/ceo	\$23,945	\$23,792	2023
Windom Area Hospital Foundation Inc	MN	\$76,209	Business Development Director	\$43,444	\$40,474	2025
Rochelle Community Hospital Foundation	IL	\$76,211	Ceo	\$35,592	\$33,865	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Miami Beach Medical Center In	FL	\$71,916	Ceo	\$34,615	\$32,400	2023
The Medical Foundation Of Wake Forest	NC	\$71,862	Trustee & Treasurer	\$1,577,771	\$1,624,374	2023
Roosevelt Memorial Healthcare	MT	\$71,784	Ceo	\$8,230	\$8,586	2024
Neuro Vitality Foundation	CA	\$76,637	Secretary	\$59,500	\$48,442	2025
Cancer Wellness Spa Of Greater	NY	\$76,775	President	\$42,000	\$36,730	2024
Save The Cord Foundation	AZ	\$71,005	Director/co-president	\$6,000	\$5,585	2024
Athol Memorial Hospital Nmtc Holdings	MA	\$77,252	Former President/ceo	\$26,970	\$23,455	2024
Whittier Street Health Center Realty	MA	\$70,720	President/ceo	\$40,157	\$35,955	2023
The Partnership For Male Youth	DC	\$77,620	President Ceo	\$39,000	\$34,100	2023
Cheyenne County Hospital & Health Center	NE	\$70,574	Member	\$50,829	\$54,472	2023
Mission Link	OH	\$77,830	President & Ceo	\$68,310	\$70,021	2024
Tcc Support Corporation	CA	\$78,000	Secretary	\$35,487	\$29,657	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	189 organizations. Compensation range \$90–\$1,624,374; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$74,099); for reference, expenses \$71,689 and assets \$7,416.
ROLE MATCH	Kiya W Shears, reported title "President", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	107 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	10 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 (Kiya W Shears) 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 189 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,200 is reasonable (approximately the 14th 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.