

Georgia Coalition For Higher

Executive Director / CEO

EIN 863043333

GA · NTEE B99

FY ending 2025-01-31

June 9, 2026

This analysis benchmarks the total compensation of **Patrick Rodriguez, Executive Director / CEO** (\$123,476) against **every comparable organization** that fit the selection criteria — **426** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

Benchmarked executive: Patrick Rodriguez — reported title “CO-EXEC DIRE”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

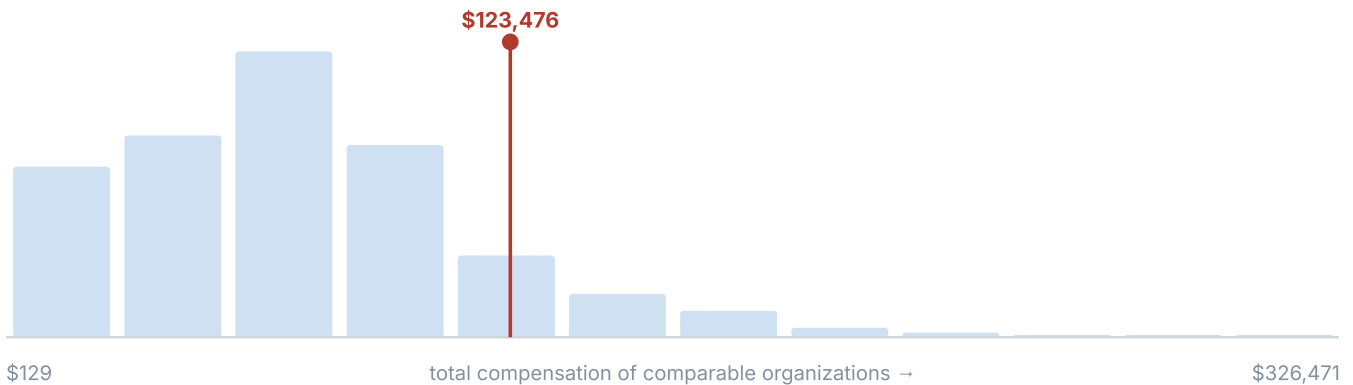
SECTOR Organizations sharing the subject's NTEE classification (B99).

BUDGET Total revenue between \$312,237 and \$699,039 — 0.67x to 1.50x the subject's \$466,026 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

426 organizations qualified on sector, size, and geography → **426** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,165	\$41,399	\$68,740	\$94,689	\$131,564	\$123,476
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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 GA 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
American Association Of Bovine	OH	\$466,561	Executive Di	\$50,248	\$55,935	2023
Hawkquest	CO	\$465,359	Executive Di	\$110,475	\$108,142	2024
The Conscious Kid	CA	\$465,081	Executive Dir.	\$135,000	\$119,005	2024
Steamimagine	VA	\$464,600	President	\$20,000	\$19,714	2024
Una Vida Esta Vida	CA	\$464,152	President	\$14,500	\$12,782	2024
The Teachers Lounge Inc	MA	\$463,525	Executive Director	\$87,502	\$82,642	2023
New England Preparatory School	MA	\$462,462	Communicatio	\$22,038	\$20,814	2023
Coongie	CA	\$470,846	Treasurer/ed	\$11,111	\$10,084	2023
Gulf Coast Education Initiative	MS	\$470,864	Executive Director	\$96,552	\$109,778	2024
Elevate Dallas	TX	\$461,045	Executive Di	\$22,300	\$22,772	2024
Arbutus Folk School	WA	\$460,522	Executive Di	\$51,093	\$46,698	2024
Upper Valley Trails Alliance	VT	\$460,319	Executive Di	\$79,508	\$81,696	2024
Heritage Museum Of Asian Art	IL	\$459,798	Treasurer	\$62,500	\$62,727	2024
Communities In Schools	NC	\$459,583	Executive Dir.	\$58,102	\$63,098	2023
Global Education Center	TN	\$458,936	Executive Director	\$44,400	\$46,416	2025
Science And Entrepreneurship Exchange	IL	\$458,706	Secretary	\$73,655	\$76,106	2023
Houseecon	TX	\$473,937	Program Director	\$57,413	\$60,361	2023
National Association State Directors Of	MD	\$474,548	Executive Director	\$110,000	\$102,279	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vermont Energy Education Program Inc	VT	\$457,395	Executive Director	\$74,504	\$76,554	2024
Paramedic Resources Inc	CA	\$474,692	Board Member	\$13,000	\$11,460	2024
Spirit Of Youth	AK	\$457,289	Executive Dir.	\$88,833	\$86,700	2024
Lancaster County Academy	PA	\$475,803	Program Director	\$97,586	\$102,281	2023
Partners In Change Inc	GA	\$455,719	Ceo, Vice Board Chair	\$5,000	\$5,284	2023
Botanical Bus	CA	\$455,172	Exec Direc/ Board Pres	\$74,880	\$67,957	2023
Vocation Ministry	TX	\$477,577	President	\$84,167	\$88,488	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	426 organizations. Compensation range \$129–\$326,471; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$466,026); for reference, expenses \$603,739 and assets \$1,158,024.
ROLE MATCH	Patrick Rodriguez, reported title " <i>CO-EXEC DIRE</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	89 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	82 nd

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 (Patrick Rodriguez) 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 426 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$123,476 is reasonable (approximately the 89th 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.