

The Peavey Project

Executive Director / CEO

EIN 871481908

VA · NTEE W99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Collin Mcconaghy, Executive Director / CEO** (\$105,000) against **every comparable organization** that fit the selection criteria — **70** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

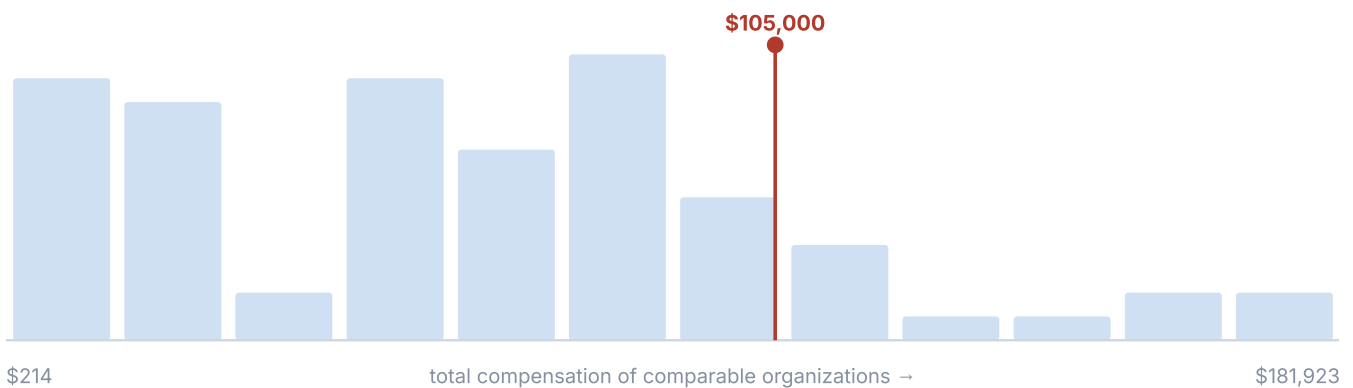
Benchmarked executive: Collin Mcconaghy — reported title "OFFICER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W99).
BUDGET	Total revenue between \$217,808 and \$487,632 — 0.67x to 1.50x the subject's \$325,088 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

70 organizations qualified on sector, size, and geography → **70** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,215	\$23,658	\$62,963	\$82,876	\$117,427	\$105,000
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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 VA 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
Buried Asset Management Institute-international	AL	\$324,510	Executive Director	\$20,496	\$23,610	2023
Ground Work Play Therapy Inc	OH	\$328,423	Executive Di	\$45,980	\$50,438	2024
Pathos Labs	CO	\$330,476	Executive Director	\$60,667	\$60,248	2024
Transportation Riders United Inc	MI	\$331,276	Executive Di	\$71,269	\$76,187	2024
Ladder To The Moon Network	ME	\$314,514	President	\$10,802	\$11,533	2023
Bike Library Inc	IA	\$336,285	Executive Director	\$57,380	\$66,992	2023
Sleepawake Inc	CA	\$313,572	Executive Director	\$34,277	\$30,654	2024
Family Guide	WA	\$311,614	President	\$24,800	\$22,996	2024
Listen First Project Inc	NC	\$308,628	President And Exec Directo	\$170,000	\$181,923	2024
The Connection Inc	MD	\$307,349	President	\$62,500	\$60,517	2024
Passion And Purpose Ministries	CA	\$307,187	Director	\$63,545	\$56,829	2024
Privacy Rights Clearinghouse	CA	\$304,404	Executive Director	\$114,841	\$102,704	2024
Achieving Dreams	TX	\$302,069	Executive Director	\$46,137	\$47,798	2024
Boca Raton Acquatics Inc	FL	\$300,613	President	\$116,991	\$117,189	2023
International Peace Group	OR	\$300,112	President	\$8,000	\$7,694	2024
Revive Community Health Center	MI	\$352,240	Ceo	\$77,787	\$83,154	2024
The Davis Phoenix Coalition	CA	\$354,895	Executive Director	\$20,192	\$18,058	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
WIs Foundation	SC	\$355,853	President	\$105,000	\$113,450	2024
Community Partners Campus Inc	WI	\$291,585	Executive Di	\$76,673	\$82,932	2024
Cornerstone Collaboration For Societal	AZ	\$291,068	Vp/secretary	\$94,000	\$93,628	2024
Georgia Hi-lo Trail Inc	GA	\$359,926	President	\$21,426	\$22,312	2024
One Love Animal Rescue Inc	GA	\$360,867	Ceo	\$16,500	\$17,183	2024
Rhode Island Saltwater Anglers Association	RI	\$364,784	Executive Director	\$46,671	\$47,718	2023
Veterans Club Inc	KY	\$365,733	Vice President	\$65,000	\$74,462	2023
Fix The Court	NY	\$282,896	Executive Director	\$175,441	\$159,959	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	70 organizations. Compensation range \$214–\$181,923; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$325,088); for reference, expenses \$291,621 and assets \$253,495.
ROLE MATCH	Collin Mcconaghy, reported title " <i>OFFICER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	86 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	83 rd

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 (Collin Mcconaghy) 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 70 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,000 is reasonable (approximately the 86th 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.