

United Way Of Grays Harbor

Executive Director / CEO

EIN 910668368
 WA · NTEE T70Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kelley Mcdonald, Executive Director / CEO** (\$79,600) against **every comparable organization** that fit the selection criteria — **118** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

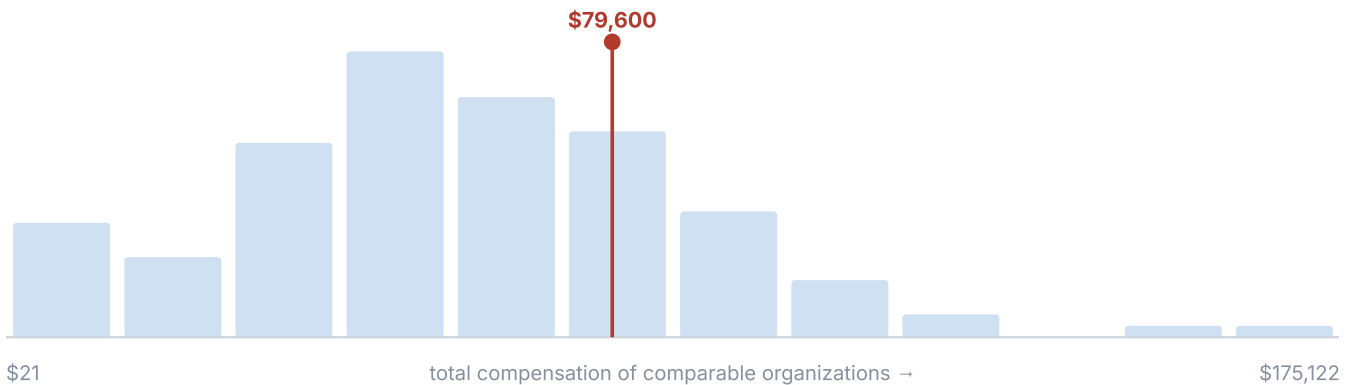
Benchmarked executive: Kelley Mcdonald — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T70Z).
BUDGET	Total revenue between \$223,011 and \$499,279 — 0.67x to 1.50x the subject's \$332,853 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T70), nationwide + budget 0.67–1.5x revenue.

118 organizations qualified on sector, size, and geography → **118** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,509	\$41,606	\$58,494	\$76,924	\$95,100	\$79,600
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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 WA 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
Jewish Community Center And Federation	GA	\$332,699	Executive Director	\$38,462	\$41,956	2024
United Way Of Mcpherson County Inc	KS	\$332,669	Executive Director	\$39,849	\$46,705	2024
Northwest Montana United Way Inc	MT	\$332,083	Executive Director	\$29,600	\$35,638	2023
Branch County United Way Inc	MI	\$334,091	Executive Di	\$49,855	\$55,828	2024
United Way Of Carlton County Inc	MN	\$331,291	Executive Director	\$40,250	\$44,422	2023
Perry County Community Health Task Force	MO	\$328,753	Director	\$50,688	\$58,244	2024
United Way Of Pekin	IL	\$328,737	Executive Dir.	\$50,310	\$52,276	2025
United Way Of Eastern La Salle County	IL	\$338,512	Executive Dir.	\$62,400	\$64,838	2025
United Way Of 1000 Lakes	MN	\$326,308	Executive Director	\$63,093	\$69,633	2023
United Way Of Columbia County Inc	AR	\$320,695	Executive Di	\$5,003	\$6,100	2024
United Way Of Illinois Valley	IL	\$319,703	Vice President	\$61,969	\$64,391	2025
Mecosta - Osceola United Way Inc	MI	\$318,621	Executive Di	\$50,000	\$55,990	2024
Earthshare Chapters Inc	DC	\$352,363	Ceo	\$45,046	\$42,885	2024
The American Amusement Machine	IL	\$313,105	Executive Director	\$15,517	\$16,123	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Way Of Hood County Inc	TX	\$312,480	Exec Dir	\$71,000	\$77,051	2024
Sanctuary In The Ordinary	MO	\$353,515	Executive Director	\$82,209	\$94,463	2024
Community Shares Of Greater Cincinnati	OH	\$311,349	Chief Executive Officer	\$79,454	\$93,995	2023
United Way Of Harvey And Marion Counties Inc	KS	\$311,045	Executive Director	\$68,453	\$80,230	2024
Alleghany Memorial Hospital Foundation Inc	NC	\$310,604	Executive Director	\$13,679	\$15,334	2024
Burlington County Farm Fair Inc	NJ	\$356,297	Manager	\$12,000	\$11,624	2024
United Way Of Southeast Georgia	GA	\$359,491	Executive Di	\$55,200	\$60,214	2024
United Way Of Danville-pittsylvania	VA	\$362,518	President/ceo	\$73,847	\$75,361	2025
River Ridge Farm Trust	OH	\$301,820	Trustee	\$36,125	\$41,511	2024
Community Coalition	PA	\$299,944	Executive Director	\$97,506	\$108,607	2023
United Way Of White County Inc	AR	\$299,403	Executive Director	\$45,000	\$54,876	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 **118** organizations. Compensation range \$21–\$175,122; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$332,853); for reference, expenses \$300,978 and assets \$783,595.
ROLE MATCH	Kelley McDonald, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	77 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	68 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 (Kelley McDonald) 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 118 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,600 is reasonable (approximately the 77th 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.