

This analysis benchmarks the total compensation of **Rebecca Mcneil, Executive Director / CEO** (\$10,847) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Rebecca Mcneil — reported title “TREASURER”, 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 (P11).

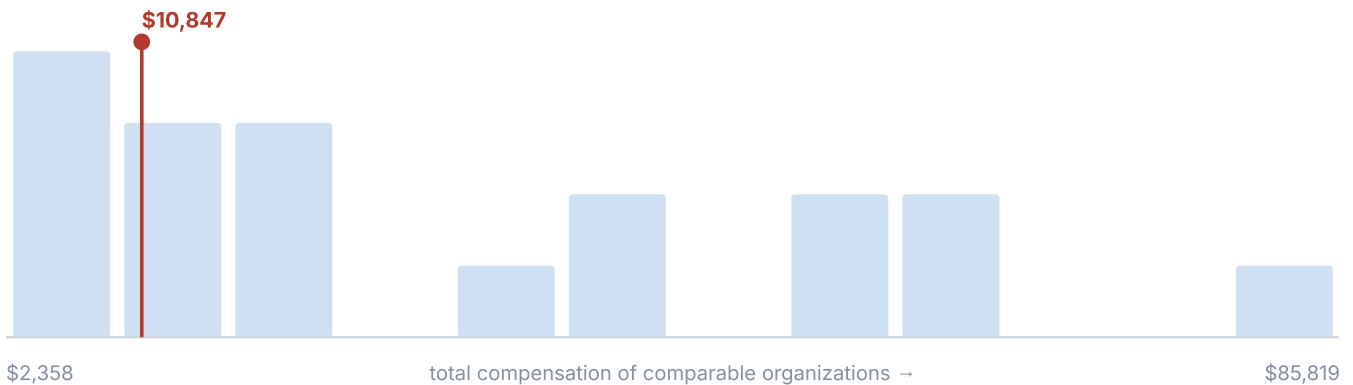
BUDGET Total revenue between \$40,870 and \$91,500 — 0.67x to 1.50x the subject's \$61,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography

→ 18 within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,203	\$12,188	\$18,262	\$49,376	\$58,145	\$10,847
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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 PA 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
Source Studio Inc	NC	\$62,108	Executive Di	\$80,450	\$85,819	2023
Noah Project Foundation	TX	\$62,462	Executive Director	\$8,623	\$8,905	2023
1542 Constance Street Inc	LA	\$62,500	Ceo	\$15,237	\$17,321	2023
Society Of St Vincent De Paul	MO	\$64,799	Ceo-resigned 9/13/2024	\$36,739	\$39,020	2024
Lifespan Of Greater Rochester	NY	\$56,291	President/ceo	\$56,826	\$51,492	2024
Anchorage Foundation Inc	FL	\$67,794	Executive Director	\$6,609	\$6,410	2023
Connecticut Counseling Centers Fund Inc	CT	\$52,807	Executive Director And Pre	\$57,005	\$53,597	2024
The 565 Mayfield Foundation	CA	\$70,154	Assistant Treasurer	\$20,190	\$17,482	2024
Path Foundation	PA	\$50,737	President & Ceo	\$56,601	\$58,273	2023
Disability Connections Foundation	MI	\$73,959	Executive Di	\$2,307	\$2,388	2024
The Jarc Foundation	MI	\$76,451	Ceo	\$31,740	\$32,852	2024
Ymca Of The East Bay Support Foundation	CA	\$77,005	President	\$67,086	\$58,090	2024
Jf&cs Foundation Inc	GA	\$79,093	Cao	\$14,940	\$15,508	2023
Rebecca Residence Foundation	PA	\$80,480	Board Member	\$13,195	\$13,585	2023
Friends Of Hospice	WA	\$80,672	Executive Di	\$21,210	\$19,042	2024
Presbyterian Homes And Services	KY	\$41,085	President/ceo	\$2,126	\$2,358	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Big Brothers Big Sisters Of Miami	FL	\$81,446	President & Ceo	\$12,086	\$11,722	2023
Community Bridges Development Foundation	AZ	\$81,911	Director	\$44,616	\$43,027	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 18 organizations. Compensation range \$2,358–\$85,819; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$61,000); for reference, expenses \$395,859 and assets \$12,219,973. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Rebecca Mcneil, reported title "*TREASURER*", 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 16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	0 th

All sources (D + E + F), adjusted

33rd

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 (Rebecca Mcneil) 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 10, 2026, comparing compensation against 18 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,847 is reasonable (approximately the 22nd 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 10, 2026.