

Community Parent Center

Executive Director / CEO

EIN 110275007

NY · NTEE T70Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Wendy Tepfer, Executive Director / CEO** (\$67,500) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

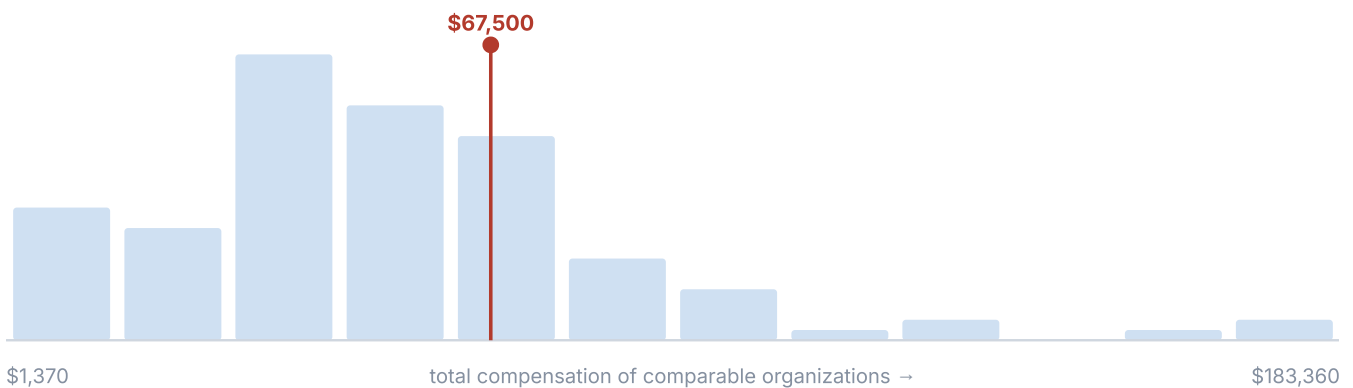
Benchmarked executive: Wendy Tepfer — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T70Z).
BUDGET	Total revenue between \$161,630 and \$361,860 — 0.67x to 1.50x the subject's \$241,240 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T70), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,433	\$35,658	\$49,198	\$67,204	\$86,537	\$67,500
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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 NY 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
Schostak Family Support Foundation	MI	\$240,909	Secretary	\$26,189	\$30,706	2024
Dubois Area United Way	PA	\$241,634	Executive Director	\$41,200	\$48,049	2023
The Community Chest Of Englewood	NJ	\$246,442	Executive Director	\$76,300	\$77,384	2024
United Way Of Southington Inc	CT	\$247,202	Executive Director	\$40,000	\$43,861	2023
United Way Of Whitewater Valley Inc	IN	\$247,353	President	\$73,146	\$87,622	2024
Grateful Giving Foundation	IA	\$233,604	President And Ceo	\$18,182	\$22,614	2024
Kishwaukee United Way	IL	\$249,389	Frnr Exec Dir	\$70,300	\$76,484	2025
St Marys Area United Way	PA	\$231,230	Executive Director	\$10,000	\$11,663	2023
United Way Of Northern Cameron	TX	\$230,798	Executive Director	\$56,600	\$66,214	2023
The Dental Foundation Of Oregon	OR	\$230,789	Executive Director	\$149,288	\$157,482	2024
Donum Dei	TX	\$251,920	Exec Dir & T	\$34,603	\$39,319	2024
United Way Of Windham County Inc	VT	\$253,430	Executive Dir.	\$75,281	\$83,853	2025
United Way Of Hastings	MN	\$254,009	Executive Director	\$49,180	\$55,201	2024
Geneva Center Of Concern Inc	NY	\$255,517	Executive Director	\$59,475	\$61,049	2024
Lowell Sun Charities Inc	MA	\$255,574	President	\$36,000	\$35,800	2025
Healing Hearts Connection	MN	\$255,664	Executive Di	\$57,048	\$65,924	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United Way Of Virginia's Eastern	VA	\$255,802	Executive Di	\$37,584	\$41,221	2024
United Way Of Scotland County Inc	NC	\$226,468	Executive Director	\$55,076	\$64,643	2024
United Way Services Of Northern	OH	\$256,029	Executive Di	\$27,951	\$33,629	2024
United Way Of The Eastern Upper	MI	\$225,971	Ceo	\$35,480	\$42,828	2023
United Way Of Cattaraugus &	NY	\$225,601	Executive Director	\$37,680	\$38,677	2024
The Business Council Inc	WI	\$256,993	Director	\$154,562	\$183,360	2024
United Way Of Johnson County Inc	TX	\$257,893	Exec Dir	\$42,308	\$49,494	2023
United Way Manitowoc County Inc	WI	\$224,229	Executive Director/secretary	\$85,364	\$101,270	2024
Griffin Spalding County United Way	GA	\$258,287	Executive Di	\$34,179	\$40,191	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 114 organizations. Compensation range \$1,370–\$183,360; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$241,240); for reference, expenses \$206,530 and assets \$259,474.

ROLE MATCH Wendy Tepfer, reported title "*DIRECTOR*", 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 14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 5 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	75 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	66 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 (Wendy Tepfer) 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 114 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,500 is reasonable (approximately the 75th 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.