

Patchogue Medford Youth & Community

Executive Director / CEO

EIN 112640740

NY · NTEE P30Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Karen Drago, Executive Director / CEO** (\$32,743) against **every comparable organization** that fit the selection criteria — **179** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

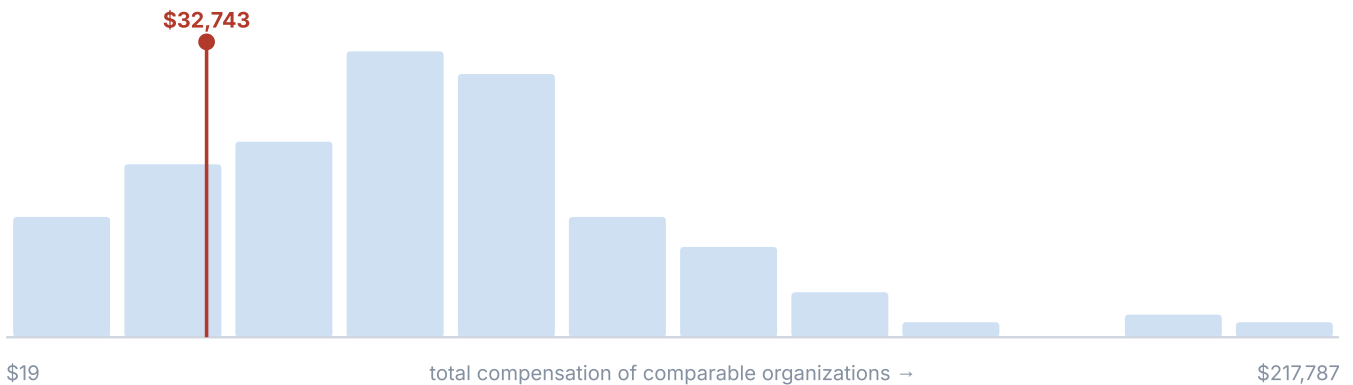
Benchmarked executive: Karen Drago — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30Z).
BUDGET	Total revenue between \$215,696 and \$482,902 — 0.67x to 1.50x the subject's \$321,935 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

179 organizations qualified on sector, size, and geography → **179** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,741	\$42,365	\$65,653	\$87,392	\$114,267	\$32,743
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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
Umpqua Valley Farm To School	OR	\$321,237	Executive Director	\$68,900	\$70,808	2023
The Alabama Campaign To Prevent	AL	\$322,960	Executive Di	\$88,201	\$102,424	2024
Hicksville Teenage Council Inc	NY	\$320,756	Executive Director	\$91,387	\$88,765	2024
The Orange County Friendship Circle Inc	CA	\$320,038	Director	\$66,992	\$64,017	2023
Light 2 The World	OR	\$325,943	President	\$61,116	\$62,809	2023
Indiana Blind Children's Foundation	IN	\$316,146	Executive Director	\$97,765	\$114,095	2023
Casa A Voice For Children	CA	\$315,713	Ceo	\$147,072	\$136,510	2024
Tutwiler Community Education Center	MS	\$313,721	Executive Director	\$67,178	\$82,799	2023
Games For Love	WA	\$313,447	Ceo	\$64,332	\$61,911	2024
Every Child Valued A Nj Nonprofit	NJ	\$312,254	Executive Dir.	\$45,100	\$44,562	2023
Family Support Center Of Washington Co	UT	\$332,383	Executive Director	\$75,035	\$82,548	2024
Stmary'scaringinc	MD	\$332,463	Executive Director	\$43,200	\$43,413	2024
Todos Together Inc	PR	\$332,666	Executive Director	\$44,859	\$43,572	2024
Camp Sunrise Inc	MD	\$310,415	Executive Director	\$43,000	\$43,212	2024
Kindred Kids Child Advocacy Center	CO	\$334,144	Executive Di	\$91,853	\$94,673	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Accompanied By Gods Love Inc	TX	\$334,443	Administrator Founder	\$33,050	\$35,537	2024
Court Care For The Pikes Peak Region Inc	CO	\$334,727	Executive Dir.	\$24,500	\$25,252	2024
Wings Of Hope Ranch Inc	VA	\$309,028	Executive Director	\$32,748	\$34,992	2023
Lollipop Theater Network Inc	CA	\$308,877	Executive Director	\$143,985	\$133,644	2024
The Inspired Community Project Inc	NY	\$308,850	President	\$101,043	\$98,144	2024
Joy Company-joyco	CA	\$308,452	President Executive Director	\$65,125	\$62,233	2023
Frontline Mission	AK	\$307,806	Executive Di	\$50,647	\$52,048	2024
Kiddie Kollege & Learning Cent	GA	\$307,501	Key Employee	\$45,240	\$48,895	2024
Legacy Refuge	MN	\$336,424	President	\$60,000	\$63,728	2024
Cornerstone Policy Research	NH	\$306,362	Associate Director	\$104,277	\$103,497	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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 179 organizations. Compensation range \$19–\$217,787; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$321,935); for reference, expenses \$307,579 and assets \$338,628.

ROLE MATCH	Karen Drago, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	20 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	19 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 (Karen Drago) 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 179 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,743 is reasonable (approximately the 20th 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.