

Teen Challenge For Girls Inc

Executive Director / CEO

EIN 237298073
OH · NTEE F22Z
FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Linda Hercenbe, Executive Director / CEO** (\$49,869) against **every comparable organization** that fit the selection criteria — **55** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

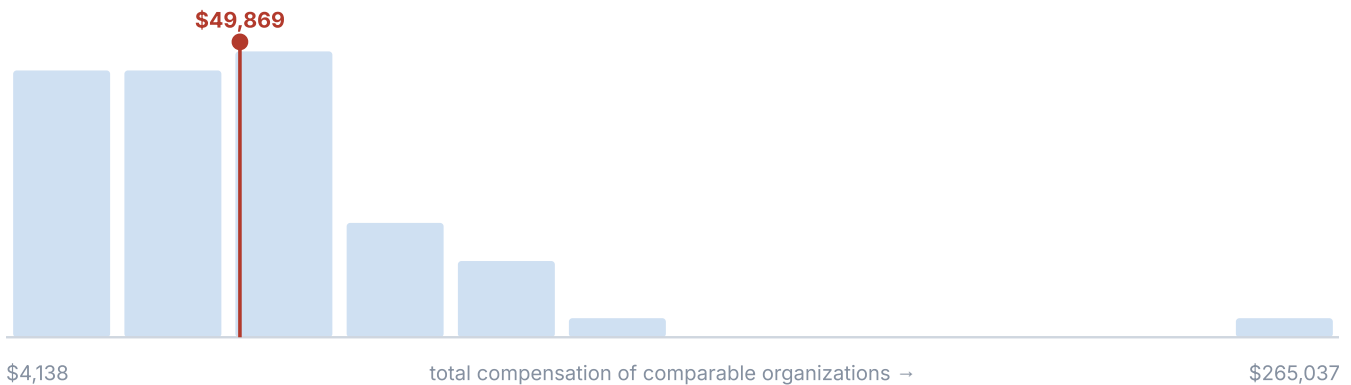
Benchmarked executive: Linda Hercenbe — reported title “CEO/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

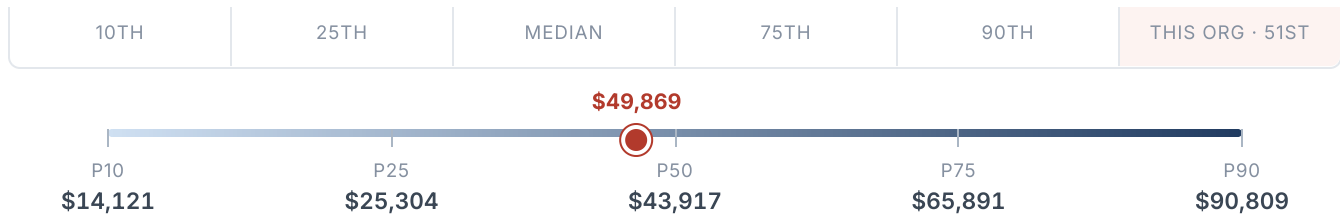
SECTOR	Organizations sharing the subject's NTEE classification (F22Z).
BUDGET	Total revenue between \$237,531 and \$531,786 — 0.67x to 1.50x the subject's \$354,524 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F22), nationwide + budget 0.67–1.5x revenue.

55 organizations qualified on sector, size, and geography → **55** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,121	\$25,304	\$43,917	\$65,891	\$90,809	\$49,869
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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 OH 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
The Women's Shelter	SC	\$356,124	Executive Di	\$66,265	\$63,397	2024
Greater Nashua Council On Alcoholism	NH	\$356,438	President & Ceo (End 10/2022)	\$34,771	\$30,313	2023
Simple Promise Farms	TX	\$360,356	Executive Dir.	\$35,000	\$32,107	2024
Intercounty Fellowship Of	CA	\$348,275	Executive Director	\$146,792	\$119,676	2023
Reaching Everyone In Distress Foundation Inc	OH	\$361,388	Board Member	\$5,000	\$4,857	2024
Alano Club Of Kent County	MI	\$363,081	Executive Di	\$70,850	\$67,064	2024
Grants Pass Sobering Center Inc	OR	\$370,463	Executive Director	\$17,105	\$14,998	2023
Anchored Ministries Corp	KY	\$337,971	President	\$19,200	\$19,476	2023
Recovery Resource Center Inc	MD	\$331,915	Executive Director	\$61,954	\$53,118	2024
West County Medical Corp	CA	\$327,915	Director Of Administration	\$19,000	\$15,490	2023
Turning Point Recovery Residence	TN	\$382,694	Secretary	\$60,700	\$60,241	2023
Make A Difference	TN	\$326,126	Executive Director	\$60,000	\$57,838	2024
Harbor Ministries Life Trainin	TX	\$309,295	President	\$46,500	\$43,917	2023
Changing Gaits Inc	MN	\$308,231	Chairman	\$29,668	\$26,884	2024
Indian Neighborhood Club On	MN	\$403,878	Executive Dir.	\$94,996	\$86,082	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Beginnings Fellowship Center	CA	\$304,477	Program Director	\$108,650	\$86,038	2024
Victory Family Outreach Ministries	TX	\$407,627	Trustee	\$24,339	\$22,987	2023
Treatment Communities Of America	DC	\$408,833	Executive Di	\$137,500	\$110,653	2024
Alcoholics Anonymous Cleveland Dist	OH	\$411,140	Secretary/tr	\$72,200	\$72,200	2023
City Of Refuge Hopewell Inc	VA	\$296,103	Ceo	\$16,200	\$14,768	2023
Addict li Athlete	UT	\$418,827	Director And Officer	\$80,288	\$75,358	2024
Keene Serenity Center Inc	NH	\$421,322	Executive Director	\$63,888	\$54,099	2024
Step By Step Recovery	GA	\$286,832	Executive Dir	\$21,225	\$19,571	2024
Solus Christus Inc	NC	\$422,724	Executive Di	\$62,000	\$58,749	2024
Miller Fellowship House Inc	CA	\$283,201	President	\$21,065	\$16,681	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 55 organizations. Compensation range \$4,138–\$265,037; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$354,524); for reference, expenses \$337,259 and assets \$921,146.

ROLE MATCH Linda Hercenbe, reported title "CEO/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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	51 st
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	51 st
All sources (D + E + F), adjusted	82 nd

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 (Linda Hercenbe) 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 55 similarly situated organizations (Same NTEE sector (F22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,869 is reasonable (approximately the 51st 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.