

First Priority Greater Nashville

Executive Director / CEO

EIN 273111680

TN · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Steve Cherrico, Executive Director / CEO** (\$51,966) against **every comparable organization** that fit the selection criteria — **350** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

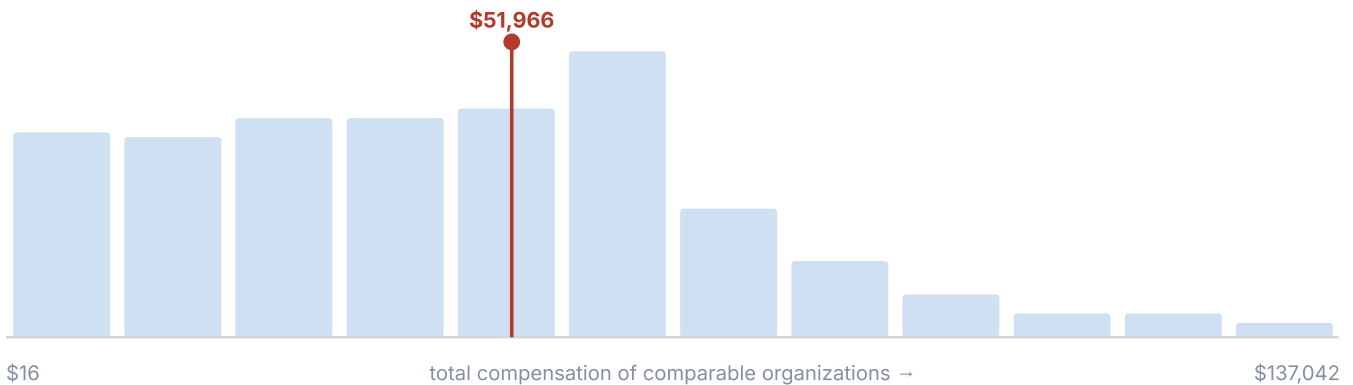
Benchmarked executive: Steve Cherrico — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$135,255 and \$302,811 — 0.67x to 1.50x the subject's \$201,874 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

350 organizations qualified on sector, size, and geography → **350** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,869	\$23,619	\$45,116	\$63,620	\$80,852	\$51,966
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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 TN 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
Girls On The Run Of Sedgwick County	KS	\$201,716	Executive Director	\$64,420	\$64,310	2024
The Shepherds Door	GA	\$201,446	Pastor	\$61,275	\$56,932	2024
Legacy Sports Training	TX	\$202,305	Executive Director	\$131,402	\$121,460	2024
E-town Area Youth Alliance	PA	\$202,331	Executive Di	\$74,880	\$67,223	2025
Arkansas Advanced Energy	AR	\$202,462	Executive Di	\$90,606	\$94,112	2024
My Architecture Workshops Inc	CT	\$202,787	President	\$10,000	\$8,664	2024
Black Surf Santa Cruz Inc	CA	\$202,836	President	\$85,067	\$69,882	2023
Free All Minds	NJ	\$200,611	President	\$40,246	\$33,204	2024
Elevate Your G A M E	CA	\$200,362	Exec Director/secretary	\$67,127	\$53,562	2024
Penn Hawaii Youth Foundation	HI	\$200,041	President	\$20	\$16	2024
Project Reclaim Of Louisiana Inc	LA	\$203,711	Executive Director	\$61,388	\$62,463	2024
Holly Area Community Coalition	MI	\$200,022	Director	\$54,923	\$52,384	2024
Team Long Run	ME	\$199,912	Executive Dir.	\$56,500	\$52,279	2024
Azahar Foundation Ltd	NY	\$203,869	Executive Director	\$46,346	\$39,842	2023
Lifebridge Community Incorporated	IN	\$203,896	Executive Director, Board Member	\$90,127	\$85,563	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
4 Degrees Alpine Ski Team	MN	\$203,899	Sec.-manager	\$73,065	\$68,684	2023
Jacarrie Kicks For Kids Inc	WI	\$204,024	Executive Director	\$22,292	\$22,148	2023
Servicing Every Soul	CA	\$204,289	Board Member/executive Director	\$15,600	\$12,447	2024
Photo Start	NY	\$199,295	Founding Director	\$46,500	\$39,974	2023
Dream Weavers Helping Dreams Become Reality	CA	\$204,500	President	\$90,800	\$72,451	2024
Barnabas Movement Inc	KS	\$204,720	Executive Director	\$20,400	\$20,365	2024
Change The World Kids Inc	VT	\$205,308	Interim Facilitator	\$33,800	\$32,365	2023
Ileri Inc	VI	\$205,864	Founder/executive Director	\$48,231	\$46,847	2024
Slater Family Network Foundation Inc	PA	\$205,903	Executive Director	\$46,673	\$43,009	2024
Koa Foundation Inc	NV	\$206,059	Secretary	\$1,500	\$1,430	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 **350** organizations. Compensation range \$16–\$137,042; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$201,874); for reference, expenses \$197,208 and assets \$46,509.

ROLE MATCH	Steve Cherrico, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	60 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	44 th
All sources (D + E + F), adjusted	59 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 (Steve Cherrico) 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 350 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,966 is reasonable (approximately the 60th 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.