

American Canyon Family Resource Center

Executive Director / CEO

EIN 364612853
 CA · NTEE P40
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sherry Tennyson, Executive Director / CEO** (\$23,780) against **every comparable organization** that fit the selection criteria — **357** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

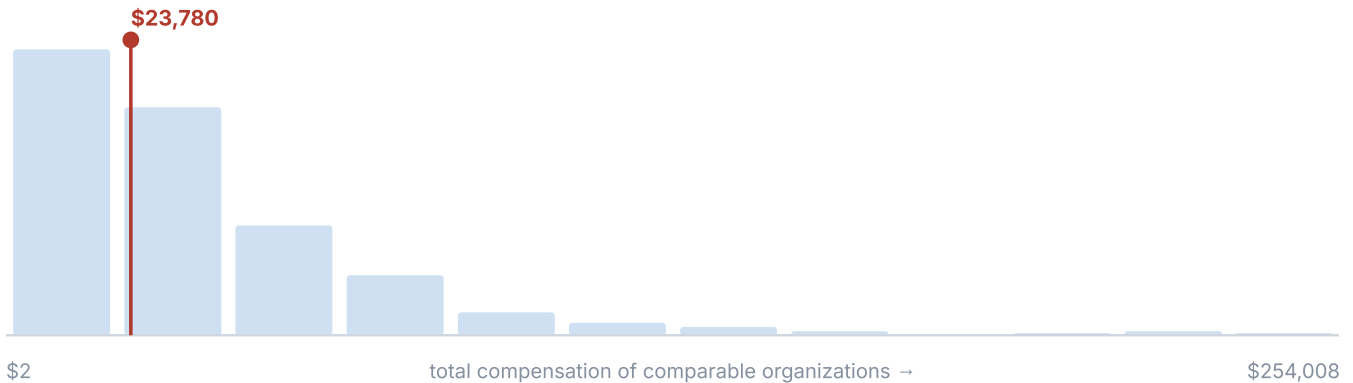
Benchmarked executive: Sherry Tennyson — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P40).
BUDGET	Total revenue between \$43,034 and \$96,345 — 0.67x to 1.50x the subject's \$64,230 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

357 organizations qualified on sector, size, and geography → **357** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,079	\$13,852	\$26,752	\$47,565	\$72,079	\$23,780
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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 CA 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
Mind Power Enterprise li Inc	VA	\$64,286	President	\$42,901	\$47,971	2024
First There Foundation Inc	TX	\$64,114	Pres/director	\$5,000	\$5,964	2023
Military Families United - Michigan	MI	\$64,420	Treasurer	\$20,000	\$23,907	2024
Hesston Area Seniors Inc	KS	\$64,476	Director	\$33,957	\$42,484	2024
Northeast Minneapolis Lions Community	MN	\$64,518	Gambling Manager	\$42,813	\$48,991	2024
The Dunmore Senior Citizens Center Inc	PA	\$63,912	Executive Director	\$13,230	\$14,885	2025
United Way Of North Central Arkansas	AR	\$64,594	Executive Director	\$36,540	\$47,565	2024
Spiritual United Nations	IL	\$64,644	President	\$9,360	\$10,657	2024
Educational Center For The Visually Impaired	IL	\$64,656	Executive Director	\$37,800	\$44,308	2023
The Foundation Of I Inc	HI	\$64,671	President	\$15,000	\$16,012	2023
Judson Center Staffing Solutions Inc	MI	\$64,731	President & Ceo	\$27,814	\$33,247	2024
Vida Spiritual Learning Center Inc	CA	\$64,776	Spiritual Director	\$44,808	\$44,808	2024
Addiction Research Foundation	AL	\$63,662	Ceo	\$60,000	\$77,284	2023
Society Of St Vincent De Paul	MO	\$64,799	Ceo-resigned 9/13/2024	\$36,739	\$45,063	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Npx Charitable Inc	CA	\$63,502	President	\$10,000	\$10,295	2023
Global Emergency Response And Assistance	NJ	\$63,499	Director Of Programming	\$11,500	\$12,242	2023
United Way Of Central Mo Foundation	MO	\$65,045	President	\$3,603	\$4,419	2024
Four Seasons Community Housing Inc	MN	\$63,260	Executive Vp Of Commonbon Housing	\$18,918	\$22,288	2023
Passavant Memorial Homes Housing	PA	\$63,242	Ceo & President	\$36,502	\$42,155	2024
The Servants Portion Inc	OH	\$65,224	Director	\$6,800	\$8,341	2024
Wellness Works Inc	AK	\$65,228	President	\$7,364	\$8,153	2024
By Provision	AL	\$65,242	Executive Di	\$44,300	\$57,062	2023
Loaves And Fishes International Inc	FL	\$65,242	Asst Manager	\$24,000	\$26,881	2023
Unifying Meditation Institute	CO	\$63,184	Founder/edu.	\$31,200	\$35,670	2023
Nigerian Center Inc	DC	\$63,152	Executive Director	\$4,750	\$4,969	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **357** organizations. Compensation range \$2–\$254,008; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$64,230); for reference, expenses \$47,083 and assets \$47,702.

ROLE MATCH	Sherry Tennyson, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	117 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	43 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	28 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 (Sherry Tennyson) 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 357 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,780 is reasonable (approximately the 43rd 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.