

# The Center For Urban

Executive Director / CEO

EIN **474094656**

MA · NTEE J20

FY ending 2024-12-31

**June 9, 2026**

This analysis benchmarks the total compensation of **Tricia Young, Executive Director / CEO** (\$26,783) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 8<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Tricia Young — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$152,470 and \$341,352 — 0.67x to 1.50x the subject's \$227,568 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

**65** organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$29,518	\$49,053	\$69,716	\$90,843	\$105,799	<b>\$26,783</b>
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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 MA 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
<a href="#">Northeast Pennsylvania Manufacturers And</a>	PA	\$221,987	Exec Director	\$72,610	<b>\$82,959</b>	2023
<a href="#">Utah Women In The Trades</a>	UT	\$233,963	Executive Director	\$47,820	<b>\$54,464</b>	2024
<a href="#">Assisted Employment Services Inc</a>	FL	\$234,395	President	\$72,897	<b>\$76,207</b>	2024
<a href="#">Steadfast Foundation</a>	LA	\$234,472	Executive Director	\$76,096	<b>\$90,843</b>	2025
<a href="#">The Journey Forward</a>	IL	\$235,172	Executive Director	\$90,366	<b>\$98,864</b>	2024
<a href="#">Center For Youth Development Through Law</a>	CA	\$236,575	Executive Dir.	\$68,172	<b>\$65,508</b>	2024
<a href="#">Dress For Success Boise Inc</a>	ID	\$217,462	Executive Director	\$62,100	<b>\$75,686</b>	2023
<a href="#">Celebrate Edu</a>	CO	\$216,976	Officer - Ceo	\$90,000	<b>\$98,872</b>	2023
<a href="#">Dress For Success Reno-</a>	NV	\$216,901	Executive Di	\$59,333	<b>\$68,139</b>	2023
<a href="#">21st Century Workforce Development</a>	LA	\$216,599	Executive Director/treasurer	\$70,050	<b>\$85,837</b>	2024
<a href="#">Instruction Construction</a>	OR	\$240,283	Executive Director	\$90,000	<b>\$95,755</b>	2023
<a href="#">Employment Service Consultants Inc</a>	CA	\$241,439	President & Ceo	\$70,470	<b>\$69,716</b>	2023
<a href="#">Oregon Acte Inc</a>	OR	\$242,007	Executive Director	\$40,500	<b>\$43,090</b>	2023
<a href="#">May Coalition Inc</a>	NC	\$212,566	Executive Director	\$86,063	<b>\$101,882</b>	2023
<a href="#">Supply Chain Oki</a>	OH	\$210,740	President	\$66,609	<b>\$78,509</b>	2024
<a href="#">Foundation For Pops</a>	MI	\$207,371	Executive Director	\$69,759	<b>\$80,127</b>	2024
<a href="#">Minnesota Africans United</a>	MN	\$248,785	Ceo	\$95,762	<b>\$108,410</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Dress For Success River Cities Inc</a>	WV	\$205,064	Executive Director	\$42,461	<b>\$51,161</b>	2024
<a href="#">Southeast Asian Refugee Community Home</a>	MN	\$204,321	Executive Director	\$89,960	<b>\$101,841</b>	2023
<a href="#">Crossroads Jobs Inc</a>	VA	\$204,276	Executive Director	\$33,105	<b>\$35,571</b>	2024
<a href="#">Partnership For Career Development</a>	PA	\$250,914	President	\$125,000	<b>\$138,718</b>	2024
<a href="#">Workfaith Birmingham</a>	AL	\$204,207	Executive Director	\$99,534	<b>\$123,197</b>	2023
<a href="#">The Exeter Group Ltd</a>	IL	\$204,072	President	\$60,745	<b>\$68,420</b>	2023
<a href="#">Harrison House Of Hope</a>	AR	\$252,102	Ex Director	\$43,260	<b>\$55,711</b>	2023
<a href="#">Pennsylvania Farm Link Inc</a>	PA	\$254,281	Executive Di	\$68,987	<b>\$76,558</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	65 organizations. Compensation range \$3,106–\$620,912; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$227,568); for reference, expenses \$220,988 and assets \$62,582.
ROLE MATCH	Tricia Young, reported title "EXECUTIVE DI", 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**      2 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	8 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	12 <sup>th</sup>
All sources (D + E + F), adjusted	6 <sup>th</sup>

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 (Tricia Young) 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 65 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,783 is reasonable (approximately the 8<sup>th</sup> 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.