

# Senior Services Foundation Inc

Executive Director / CEO

EIN 562220702

NC · NTEE A11

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **T Lee Covington, Executive Director / CEO** (\$36,301) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

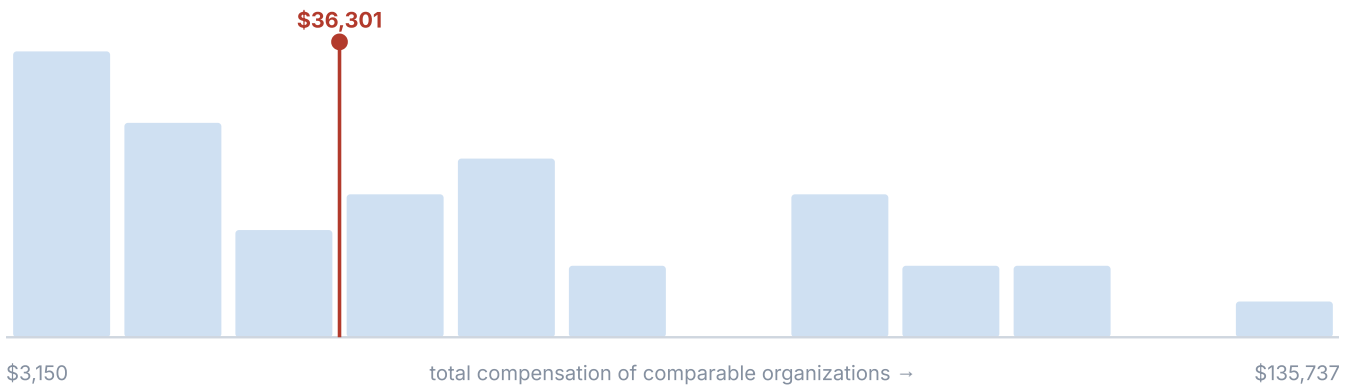
**Benchmarked executive:** T Lee Covington — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A11).
BUDGET	Total revenue between \$304,529 and \$681,781 — 0.67x to 1.50x the subject's \$454,521 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A11), nationwide + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,553	\$16,154	\$39,739	\$65,008	\$95,276	<b>\$36,301</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 NC 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="#">Lane County Historical Society</a>	OR	\$455,705	Co-executive Director	\$54,093	<b>\$50,053</b>	2023
<a href="#">Kenosha Public Museums Foundation Inc</a>	WI	\$440,389	Executive Director	\$36,888	<b>\$37,284</b>	2024
<a href="#">The Acts 44 Foundation Inc</a>	OH	\$469,024	President/ce	\$99,747	<b>\$105,266</b>	2023
<a href="#">John Kirkpatrick Fund For Historic</a>	OK	\$438,882	President	\$36,220	<b>\$39,739</b>	2023
<a href="#">Dpm Asset Management Inc</a>	TX	\$471,899	President	\$13,640	<b>\$13,205</b>	2024
<a href="#">Friends Of The Patapsco Valley State</a>	MD	\$472,964	Executive Director	\$103,339	<b>\$93,502</b>	2024
<a href="#">National Hispanic Cultural Center</a>	NM	\$432,221	President An	\$104,920	<b>\$112,440</b>	2023
<a href="#">Cmw Support Corporation</a>	RI	\$424,726	Founder & Artistic Director	\$25,947	<b>\$24,079</b>	2024
<a href="#">Cccd Foundation</a>	NC	\$421,264	Executive Di	\$35,942	<b>\$35,942</b>	2024
<a href="#">Port Columbus Civil War Naval Center Inc</a>	GA	\$418,117	Executive Director	\$56,200	<b>\$54,689</b>	2024
<a href="#">Maltz Jupiter Theatre Foundation Inc</a>	FL	\$492,954	President & Secretary	\$14,426	<b>\$13,503</b>	2023
<a href="#">Keys 4 4 Kids Inc</a>	MN	\$494,139	Executive Director	\$86,309	<b>\$82,537</b>	2024
<a href="#">Gates Chili Color Guard Parents Inc</a>	NY	\$404,683	Executive Director	\$12,366	<b>\$11,134</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Capitol Theatre Center Foundation</a>	PA	\$403,559	Executive Di	\$47,796	<b>\$46,129</b>	2024
<a href="#">Abf Fund</a>	MT	\$514,918	Executive Dir.	\$18,279	<b>\$19,069</b>	2024
<a href="#">Paaia Fund</a>	DC	\$522,750	Executive Director, Secretary	\$112,010	<b>\$97,937</b>	2023
<a href="#">Da Camera Endowment Fund</a>	TX	\$525,233	General Manager	\$16,207	<b>\$16,154</b>	2023
<a href="#">Cleveland School Of The Arts</a>	OH	\$528,622	Development	\$80,200	<b>\$82,209</b>	2024
<a href="#">Naz Real Estate Holding Company</a>	MN	\$378,002	President & Ceo	\$33,773	<b>\$31,464</b>	2025
<a href="#">Klcs Education Foundation</a>	CA	\$366,307	President	\$71,223	<b>\$61,279</b>	2023
<a href="#">Houston Boychoir Inc</a>	TX	\$366,020	Executive Dir.	\$10,000	<b>\$9,681</b>	2024
<a href="#">Armory Theater Fund</a>	OR	\$355,915	Pcs Director Of Finance	\$8,871	<b>\$8,208</b>	2023
<a href="#">Seattle Girls' Choir Guild</a>	WA	\$555,311	Executive Director	\$58,959	<b>\$52,595</b>	2023
<a href="#">Act Market Street</a>	CA	\$348,689	Executive Director/president	\$17,368	<b>\$14,943</b>	2023
<a href="#">Florida Federation Of Colorguards</a>	FL	\$342,402	President	\$22,590	<b>\$20,009</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	37 organizations. Compensation range \$3,150–\$135,737; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$454,521); for reference, expenses \$220,121 and assets \$6,492,668. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	T Lee Covington, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	81 <sup>st</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 (T Lee Covington) 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 37 similarly situated organizations (Same NTEE sector (A11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,301 is reasonable (approximately the 46<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.