

100 Black Men Of Middle Tn Inc

Executive Director / CEO

EIN 581984750
 TN · NTEE O50
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Andre Lee, Executive Director / CEO** (\$110,000) against **every comparable organization** that fit the selection criteria — **473** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

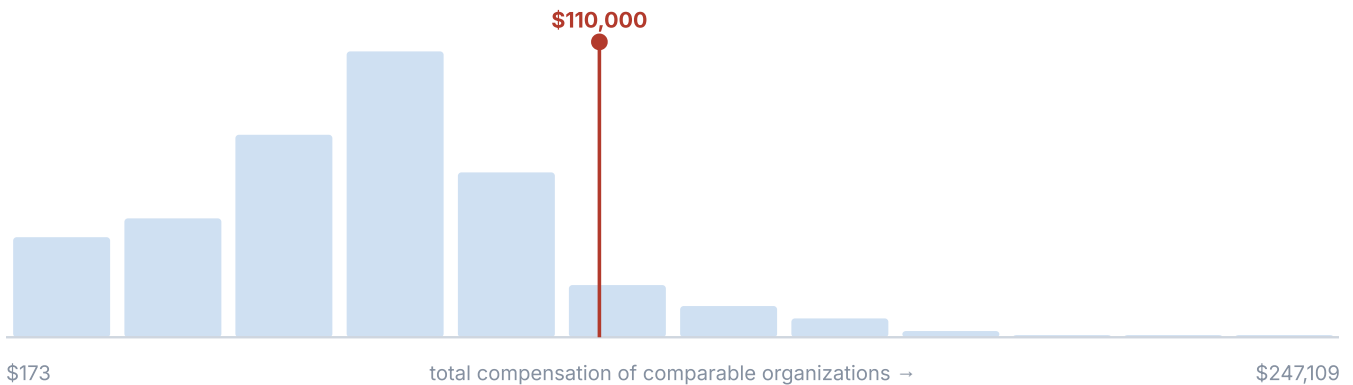
Benchmarked executive: Andre Lee — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$330,161 and \$739,168 — 0.67x to 1.50x the subject's \$492,779 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

473 organizations qualified on sector, size, and geography → **473** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,194	\$47,614	\$66,923	\$84,849	\$107,158	\$110,000
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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
Angel Street Inc	TN	\$493,088	Executive Director	\$66,923	\$66,923	2024
Van Buren Youth Camp Inc	MI	\$493,520	Camp Director	\$46,128	\$46,633	2023
The Dream Center Of Randolph County	NC	\$491,515	Executive Director	\$61,633	\$60,585	2024
Girls On The Run-dc Inc	DC	\$495,158	Executive Director	\$132,273	\$110,426	2024
The Relief Zone Inc	NY	\$495,679	Executive Di	\$57,641	\$51,016	2023
Shepower Leadership Academy	CA	\$496,530	President	\$101,435	\$83,328	2024
Transformations Youth Group	MO	\$487,925	Executive Director	\$56,442	\$58,552	2023
Ynot Outdoors Inc	IL	\$498,275	Officer	\$206,200	\$198,553	2023
Ivy Child International	MA	\$498,296	Director	\$75,000	\$66,011	2023
Fba Academy	CA	\$486,556	Ceo	\$108,000	\$86,434	2025
Suenos Basketball	MA	\$486,439	Mentor	\$21,600	\$18,466	2024
Green Mountain Academy Inc	VT	\$499,301	Board President	\$30,940	\$29,627	2024
4th Family Inc	NY	\$499,407	President	\$32,000	\$28,322	2023
Pennsylvania Juneteenth	PA	\$499,680	Executive Di	\$44,115	\$43,089	2023
Play Like A Champion Today	IN	\$485,099	Secretary	\$80,000	\$82,631	2023
Youth Village Inc	FL	\$485,023	Executive Director	\$56,833	\$50,793	2024
Camp Hertko Hollow Inc	IA	\$484,687	Executive Dir.	\$95,923	\$99,920	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
House With A Heart - Pet Sanctuary Inc	MD	\$483,753	President	\$82,250	\$73,155	2024
Santa Monica Bay Music Foundation	CA	\$502,510	Ceo/director	\$25,893	\$21,271	2024
Westfield Athletic Boosters	IN	\$502,675	Treasurer	\$2,200	\$2,207	2024
Camp Beausite Northwest	WA	\$482,722	Executive Dir.	\$86,844	\$73,969	2024
Girls On The Run Of Snohomish County	WA	\$502,993	Executive Director	\$78,288	\$64,963	2025
Kids Outdoor Sports Camp	CA	\$503,393	Executive Director	\$97,683	\$82,616	2023
Fatherhood Revisited	OH	\$482,080	Ceo Vice President Of Board	\$81,800	\$82,424	2024
Americas Youth Outreach Program	CA	\$481,433	President	\$96,000	\$78,863	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 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	473 organizations. Compensation range \$173–\$247,109; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$492,779); for reference, expenses \$640,181 and assets \$437,192.
ROLE MATCH	Andre Lee, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 16 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	90 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	89 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 (Andre Lee) 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 10, 2026, comparing compensation against 473 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,000 is reasonable (approximately the 90th 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 10, 2026.