

Senior Citizens Of Fulton County Inc

Executive Director / CEO

EIN 610911294

KY · NTEE P81Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sandra Bolin, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **132** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

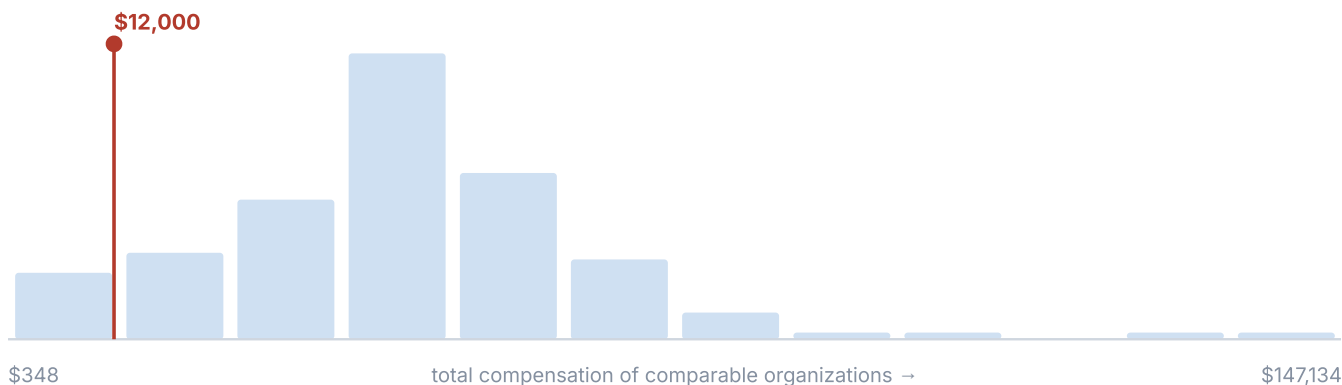
Benchmarked executive: Sandra Bolin — reported title “Executive Direc”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$177,589 and \$397,588 — 0.67x to 1.50x the subject's \$265,059 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

132 organizations qualified on sector, size, and geography → **132** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,847	\$29,926	\$41,775	\$56,416	\$69,581	\$12,000
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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 KY 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
Pillar Inc	CO	\$262,834	Executive Director	\$82,457	\$73,593	2023
Vermont Aging Network Consortium Inc	VT	\$267,660	Coo/cfo	\$41,026	\$37,333	2024
Music For All Seasons Inc	NJ	\$269,405	President	\$25,002	\$20,778	2023
Mascoutah Senior Services	IL	\$270,242	Director	\$26,772	\$24,498	2023
Centro Ramon Frade Inc	PR	\$258,115	Executive Director	\$30,275	\$34,040	2021
Maury County Senior Citizens Inc	TN	\$273,001	Chief Exec O	\$34,109	\$31,578	2025
Magoffin County Senior Citizens Inc	KY	\$273,160	Exec Dir	\$42,830	\$42,830	2023
Richland County Commission On Aging	MT	\$255,674	Administrator	\$40,856	\$38,790	2025
Options In Aging	PA	\$254,534	Outgoing Executive Director	\$70,252	\$63,337	2024
Faith In Action Of Bloomington Normal	IL	\$275,613	Executive Director	\$54,923	\$48,816	2024
Newton At Home Inc	MA	\$254,243	Executive Director	\$48,820	\$38,640	2025
Care-community Action Respecting Elders	MN	\$253,734	Executive Dir.	\$56,107	\$50,122	2024
Elderday Center	IL	\$276,559	Ceo	\$67,049	\$61,354	2023
Kearsarge Area Council On Aging Inc	NH	\$277,438	Executive Director	\$96,538	\$80,589	2024
My Home Inc	CA	\$252,354	Administrator	\$36,000	\$28,934	2023
Smelter City Senior Citizens	MT	\$252,346	Director	\$38,521	\$37,540	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Young County Senior Citizens Assoc Inc	TX	\$250,831	Executive Director	\$50,000	\$45,218	2024
Senior Friends Inc	WI	\$250,264	Secretary	\$41,467	\$39,152	2024
Golden Slipper Center For Seniors Inc	PA	\$249,833	Executive Director	\$53,500	\$49,659	2023
Franklin County Senior Citizens Inc	ID	\$283,097	Site Manager	\$27,950	\$26,881	2024
Friends In Action	ME	\$246,863	Executive Di	\$64,661	\$60,266	2023
Jerome County Senior Citizens	ID	\$283,745	Executive Director	\$49,520	\$47,625	2024
Faribault Area Senior Citizens Inc	MN	\$284,670	Executive Di	\$70,000	\$62,533	2024
Autumn Glow Alzheimer's Care Home Inc	CA	\$244,981	President & Ceo	\$21,328	\$16,650	2024
Tipton Co Commission On Aging	TN	\$285,980	Exec Director	\$34,165	\$33,426	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 132 organizations. Compensation range \$348–\$147,134; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$265,059); for reference, expenses \$241,697 and assets \$212,665.

ROLE MATCH	Sandra Bolin, reported title " <i>Executive Direc</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	7 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	6 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 (Sandra Bolin) 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 132 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 7th 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.