

Union County Young Men's Christian

Executive Director / CEO

EIN 611173801

KY · NTEE P27Z

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Krystal Scarberry, Executive Director / CEO** (\$42,931) against **every comparable organization** that fit the selection criteria — **1109** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Krystal Scarberry — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P27Z).
BUDGET	Total revenue between \$91,926 and \$205,804 — 0.67x to 1.50x the subject's \$137,203 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

1,109 organizations qualified on sector, size, and geography → **1,109** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,670	\$16,004	\$30,724	\$49,446	\$68,460	\$42,931
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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
The Fenway Community Center At	MA	\$137,195	Executive Director	\$104,000	\$84,491	2024
Moms Club	TX	\$137,035	Chairman, President And Director	\$24,000	\$21,704	2024
Colorado Dyslexia Foundation	CO	\$137,371	President	\$80,000	\$69,352	2024
Ruby Room	WA	\$137,431	Executive Director	\$10,858	\$8,788	2024
Domestic Harmony Foundation	NY	\$137,452	Client Advocate	\$28,050	\$22,915	2024
United Christian Volunteers Inc	KY	\$137,463	President	\$11,000	\$11,000	2023
The Caritas Foundation	CA	\$137,500	Chief Operating Officer	\$18,203	\$14,211	2024
Safe Alliance Foundation	TX	\$136,896	Chief Executive Officer	\$9,108	\$8,237	2024
Upstream Access	OR	\$137,544	Secretary	\$9,275	\$7,787	2024
Roger L Von Amelunxen Foundation Inc	NY	\$137,553	Vice-pres, secretary & Dire	\$18,200	\$14,869	2024
Beyond The Natural Foundation	MD	\$136,830	Executive Director	\$38,690	\$32,702	2024
Share Xii Inc	NY	\$136,807	Executive Director	\$70,564	\$59,350	2023
Here To Serve Inc	CA	\$136,789	Ceo/board Chair	\$79,761	\$60,662	2025
Ohio Valley Recovery Inc	WV	\$137,839	Executive Director	\$44,873	\$43,926	2024
Christian Services Love Inc Of Greater Lansing	MI	\$136,544	Help Center Coordinator	\$42,972	\$40,100	2024
Thrive Ministry Inc	PA	\$136,510	President/ex	\$51,095	\$46,066	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nova Principles Foundation	UT	\$137,965	Executive Director	\$44,554	\$41,226	2024
Nebraska Panhandle Area Health	NE	\$136,379	Executive Di	\$75,519	\$71,541	2025
Odd Fellows Faith Hope And Charity	CT	\$136,335	Ceo	\$9,546	\$8,092	2024
Americus Voa Elderly Housing Inc	VA	\$138,316	President	\$175,327	\$153,047	2024
Endless Opportunities	NC	\$135,962	Executive Dir	\$50,538	\$47,210	2024
Daft Youth Services Inc	NY	\$138,504	Executive Director	\$50,000	\$40,848	2024
Cocoa House Inc	NY	\$138,519	Executive Di	\$14,064	\$11,490	2024
Slovak American Charitable Association	IL	\$135,660	Executive Director/secretary	\$30,000	\$26,664	2024
Cascadia Clubhouse	WA	\$138,837	Executive Director	\$22,521	\$18,229	2024

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 1109 organizations. Compensation range \$3–\$345,987; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$137,203); for reference, expenses \$165,945 and assets \$343,881.

ROLE MATCH Krystal Scarberry, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	227 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	31 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	67 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	52 nd

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 (Krystal Scarberry) 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 1109 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,931 is reasonable (approximately the 67th 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.