

Marshall County Senior Citizens Corp

Executive Director / CEO

EIN 620758301

TN · NTEE P81Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Frances Murdock, Executive Director / CEO** (\$44,136) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Frances Murdock — 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 (P81Z).

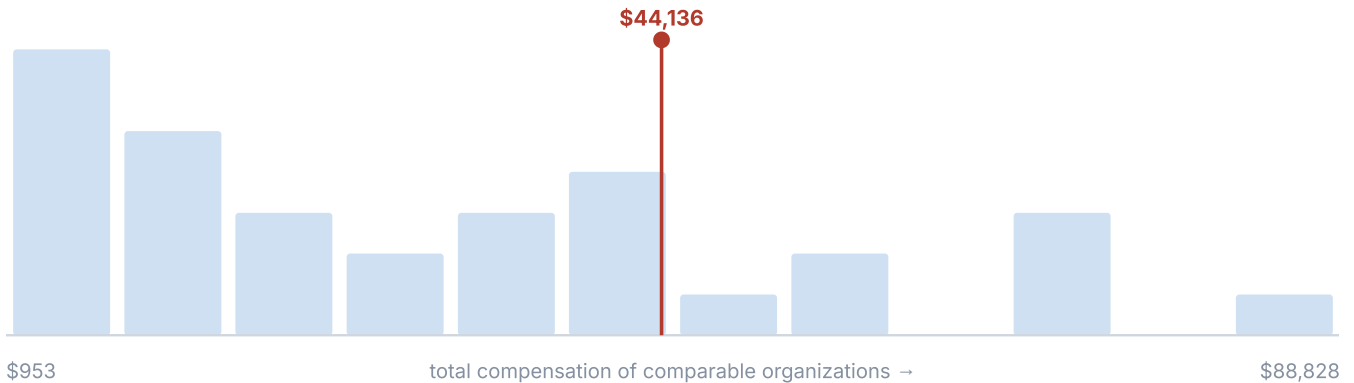
BUDGET Total revenue between \$85,291 and \$190,951 — 0.67x to 1.50x the subject's \$127,301 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography

→ **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,458	\$8,916	\$27,805	\$41,979	\$67,583	\$44,136
---------	---------	----------	----------	----------	----------



● 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
Greenmount Senior Center Inc	MD	\$128,472	Officer	\$42,000	\$36,393	2025
Faith In Action Caregivers Inc	WV	\$129,899	Executive Director	\$53,030	\$54,624	2024
Big Valley Fifty Plus	CA	\$120,511	Treasurer	\$1,550	\$1,273	2024
Senior Citizen Outreach Entity Inc	LA	\$117,803	Executive Dir.	\$3,562	\$3,841	2023
Las Vegas Deaf Seniors	NV	\$143,458	President	\$1,650	\$1,573	2024
Ohio Senior Olympics Inc	OH	\$110,630	Executive Di	\$11,669	\$11,758	2024
Deliver Me Senior Support Services	MS	\$145,734	Executive Director	\$34,935	\$37,016	2024
Altogether In Love	CA	\$108,146	President	\$24,000	\$19,716	2024
Fayetteville-lincoln County Senior Citizens Inc	TN	\$107,456	Executive Director	\$21,055	\$20,512	2025
Zeta Zeta Lambda Company Inc	NY	\$149,130	Treasurer	\$12,000	\$10,620	2023
Forever Young Activity Center	TX	\$104,600	Vice President	\$5,413	\$5,151	2024
St Ann's Greens Of Leroy Inc	NY	\$104,595	President/ceo	\$78,615	\$67,583	2024
Catholic Elderly Services Inc	FL	\$150,977	President/ceo	\$48,011	\$42,908	2024
Wimberley Senior Citizens	TX	\$153,672	Director	\$42,340	\$40,293	2024
Indiana Drug Enforcement	IN	\$156,668	Training Coo	\$86,000	\$88,828	2023
Don't Stop Dreamin'	PA	\$158,110	Executive Direcotr	\$7,726	\$7,546	2023
Emporia Senior Center Inc	KS	\$95,933	President And Ceo	\$68,982	\$72,993	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North End Senior Solutions	OR	\$94,975	Lubeck	\$13,060	\$11,879	2023
Holiday Park Seniors Inc	MD	\$161,293	Admin Office	\$10,623	\$9,448	2024
Spearfish Senior Service Center	SD	\$166,122	Executive Dir.	\$48,800	\$52,750	2023
Community And Seasoned Citizens Inc	OH	\$88,363	Trustee	\$3,432	\$3,458	2024
Mcminn County Senior Citizens Inc	TN	\$170,347	Executive Director	\$40,000	\$40,000	2024
The Stanford Charitable Corporation	TX	\$171,494	Executive Dir.	\$32,448	\$30,083	2025
Richmond Senior Servicesinc	NY	\$171,987	Executive Director	\$56,290	\$48,391	2024
East Sabine Senior Services Inc	TX	\$172,236	Member	\$20,625	\$19,628	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	31 organizations. Compensation range \$953–\$88,828; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$127,301); for reference, expenses \$122,766 and assets \$155,346.
ROLE MATCH	Frances Murdock, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	77 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	71 st

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 (Frances Murdock) 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 31 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,136 is reasonable (approximately the 77th 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.