

Clinchfield Senior Adult Center For

Executive Director / CEO

EIN 620961589
 TN · NTEE P81Z
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Cathy Thomas, Executive Director / CEO** (\$46,946) against **every comparable organization** that fit the selection criteria — **98** 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: Cathy Thomas — 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 (P81Z).

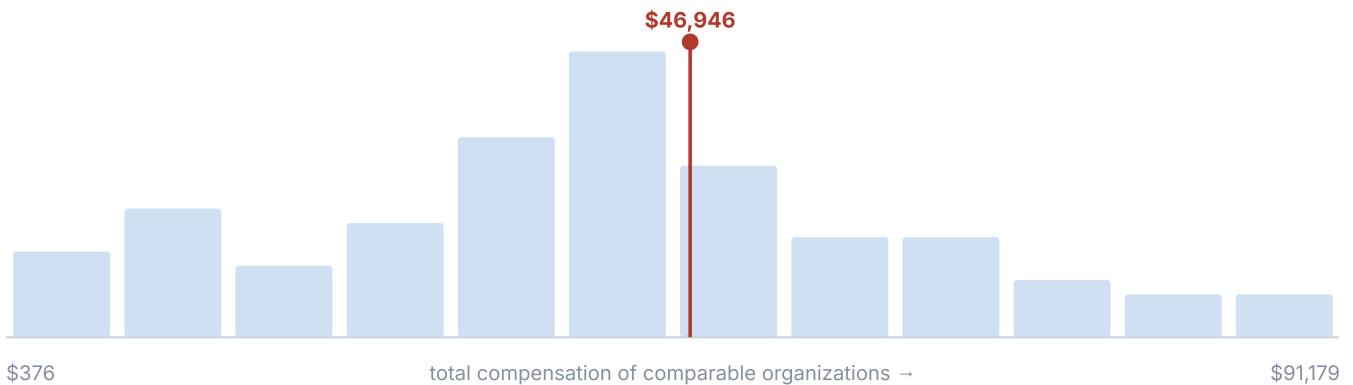
BUDGET Total revenue between \$134,330 and \$300,739 — 0.67x to 1.50x the subject's \$200,493 (the band tightens as size grows).

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

98 organizations qualified on sector, size, and geography

→ **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,540	\$28,665	\$41,163	\$52,407	\$69,333	\$46,946
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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
Forest Park Senior Center Inc	MD	\$200,485	Member	\$400	\$376	2023
Topeka Lulac Multi-purpose Senior	KS	\$200,910	Executive Di	\$44,125	\$46,550	2024
Schuyler County Council On Aging	MO	\$201,267	Director	\$17,272	\$17,404	2025
Anderson Valley Senior Citizens	CA	\$201,687	Executive Di	\$18,436	\$15,145	2025
Stl Village Inc	MO	\$201,980	Executive Director	\$33,937	\$36,137	2023
The Senior Center Inc	NY	\$202,505	Executive Director	\$53,707	\$46,170	2025
Opal's Dream Foundation Inc	KY	\$198,438	Chief Operating Officer	\$66,177	\$71,480	2023
Caldwell Senior Center Inc	NC	\$198,398	Executive Di	\$57,886	\$58,408	2024
Canopy Of Neighbors Inc	NY	\$203,126	Executive Director	\$69,628	\$61,440	2024
Interlakes Community Caregivers Inc	NH	\$203,285	Executive Director	\$52,768	\$48,985	2023
Serving Older Adults Through Changing Ti	OH	\$197,600	Executive Director	\$28,600	\$29,581	2024
Menomonie Area Senior Center	WI	\$197,565	Executive Dir.	\$32,498	\$33,143	2024
Penns Village	PA	\$195,931	Executive Director	\$8,654	\$8,427	2024
Giles County Senior Citizens	TN	\$195,590	Executive Director	\$31,085	\$31,085	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lita Love Is The Answer	CA	\$195,577	Executive Dir.	\$70,538	\$61,236	2023
Center For Successful Aging	CA	\$195,248	Administrative Director	\$41,167	\$35,738	2023
Monroe County Senior Citizens And	TN	\$206,392	Executive Director	\$48,762	\$48,762	2025
Northwest Neighbors Network	WA	\$206,479	Director Of Community Operations & Outreach	\$100,341	\$90,318	2023
Senior Citizens Center	WI	\$193,775	Co-director	\$47,569	\$48,513	2024
Cwa Littleton Inc	CO	\$193,470	Executive Di	\$10,000	\$9,364	2024
Perry County Council On Aging Inc	IN	\$208,621	Executive Director	\$39,520	\$40,698	2024
Cochran County Senior Citizens Assn	TX	\$210,719	Manager	\$42,000	\$42,239	2023
Salida Senior Daycare Inc	CO	\$188,933	Executive Director	\$45,000	\$42,137	2024
Harpowell Aging At Home	ME	\$187,857	Director	\$1,000	\$977	2024
Pickett Fences Senior Services Inc	MD	\$217,855	President	\$13,000	\$12,219	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2025 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 98 organizations. Compensation range \$376–\$91,179; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$200,493); for reference, expenses \$216,223 and assets \$356,262.
ROLE MATCH	Cathy Thomas, reported title " <i>EXECUTIVE DI</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	2 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)	63 rd
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	64 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 (Cathy Thomas) 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 98 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,946 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.