

Main Street Union City Inc

Executive Director / CEO

EIN 621468215
 TN · NTEE S200
 FY ending 2025-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Katie Graves, Executive Director / CEO** (\$42,769) against **every comparable organization** that fit the selection criteria — **327** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

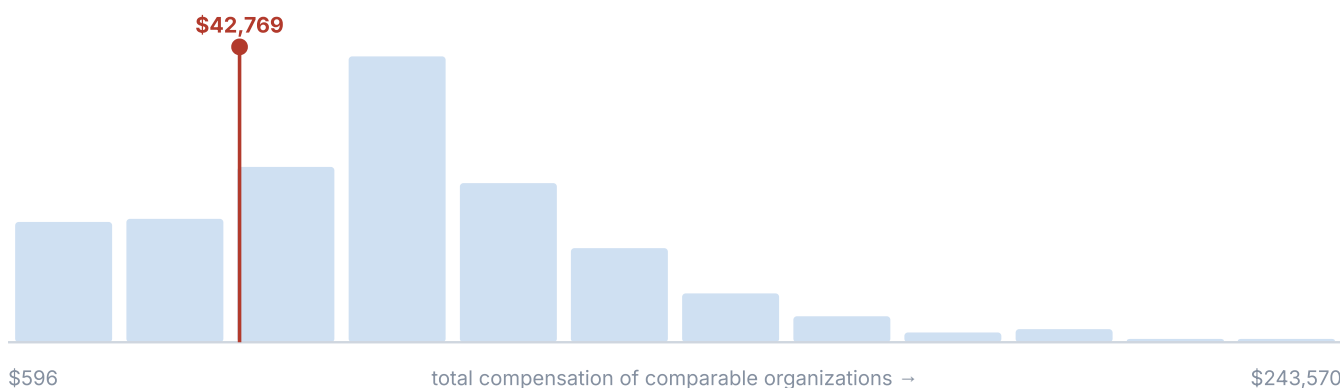
Benchmarked executive: Katie Graves — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (S200).
- BUDGET** Total revenue between \$320,692 and \$717,967 — 0.67x to 1.50x the subject's \$478,645 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

327 organizations qualified on sector, size, and geography → **327** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,905	\$45,136	\$68,731	\$89,575	\$121,229	\$42,769
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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
Flipp Inc	VA	\$478,201	Ceo & Exec Dir.	\$63,846	\$60,198	2024
Rich Restoring Inner City Hope Inc	MD	\$477,815	Executive Director	\$125,000	\$114,119	2024
Limitless Community Development	SC	\$477,269	Executive Di	\$59,216	\$60,326	2024
Community Action Of Nebraska Inc	NE	\$481,533	Executive Director	\$89,719	\$94,232	2024
Downtown Ontario Improvement Association	CA	\$481,784	Executive Director	\$94,516	\$79,699	2024
Comunidades Enraizadas Community Land Trust Inc	MA	\$473,492	Executive Director	\$84,468	\$74,122	2024
Pitkin Avenue District Management Association Inc	NY	\$484,644	Executive Director	\$127,097	\$112,152	2024
The Manchester Citizens Corporation	PA	\$485,051	Executive Director	\$70,000	\$70,180	2023
Community Health And Empowerment Through Education And Research Inc	MD	\$485,291	Executive Director	\$19,260	\$18,103	2023
Inspired Foundation Inc	MI	\$487,263	President	\$30,550	\$30,792	2024
J Jireh Development Corp	OH	\$489,023	Executive Di	\$30,000	\$31,029	2024
Family First Center Of Lake County	IL	\$466,631	Executive Dir.	\$84,285	\$83,306	2023
Teachers Supporting Teachers	IL	\$465,984	Executive Director	\$125,189	\$120,185	2024
South Euclid Community Urban Redevelopment Corp	OH	\$491,400	Executive Director Former	\$65,506	\$67,752	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mobilisation Lab Collective Inc	NY	\$465,600	Officer	\$23,071	\$20,960	2023
Partnership West Inc	NJ	\$491,728	Executive Director	\$97,235	\$84,777	2024
Kauai Planning & Action Alliance	HI	\$492,074	President &	\$98,376	\$86,009	2024
Castle Hill District Management Association Inc	NY	\$465,000	Executive Director	\$34,094	\$30,085	2024
Mt Airy Community Services Corp	PA	\$464,584	President	\$45,000	\$45,116	2023
Ormond Main Street Inc	FL	\$493,251	Executive Director	\$70,276	\$64,468	2024
Hbcu Cares	AL	\$463,977	Part-year Executive Director	\$59,500	\$62,771	2024
Riverview International Center Inc	OH	\$494,255	Executive Di	\$75,000	\$77,571	2024
Whole Family Community Initiative	IN	\$494,770	Executive Director	\$30,000	\$30,894	2024
Community Chest Of Knox Co Inc	TN	\$461,949	President	\$6,000	\$6,159	2024
Artesia Mainstreet Inc	NM	\$495,876	Executive Director	\$66,333	\$71,727	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 **327** organizations. Compensation range \$596–\$243,570; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$478,645); for reference, expenses \$487,426 and assets \$139,570.
ROLE MATCH	Katie Graves, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	24 th
Total compensation (D + F), as reported (no adjustments)	24 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	18 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 (Katie Graves) 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 327 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,769 is reasonable (approximately the 24th 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.