

# Teen Center Inc

Executive Director / CEO

EIN 626042169  
 TN · NTEE P36Z  
 FY ending 2024-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Kendra W Patty, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **587** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

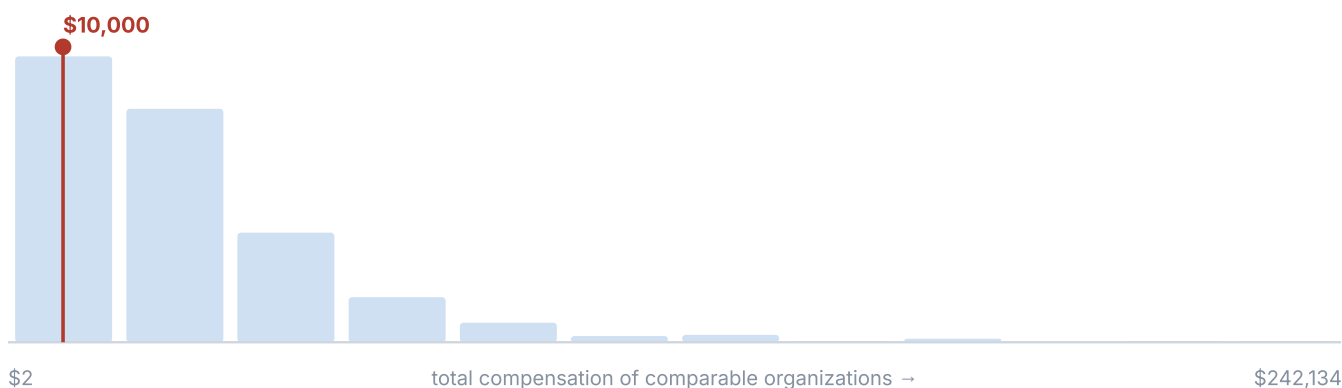
**Benchmarked executive:** Kendra W Patty — reported title “TREASURER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P36Z).
BUDGET	Total revenue between \$60,489 and \$135,424 — 0.67x to 1.50x the subject's \$90,283 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**587** organizations qualified on sector, size, and geography → **587** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,089	\$13,466	\$25,959	\$43,812	\$63,892	\$10,000
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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 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
<a href="#">Southwest Colorado Accelerator Prog</a>	CO	\$90,333	Executive Di	\$106,416	<b>\$99,943</b>	2023
<a href="#">Nursing Foundation Of Pennsylvania</a>	PA	\$90,107	Ceo	\$1,194	<b>\$1,166</b>	2023
<a href="#">Woods Foundation Of New Jersey Inc</a>	NJ	\$89,961	Treasurer	\$30,458	<b>\$26,636</b>	2023
<a href="#">Bishop Joseph Ministries Inter</a>	SD	\$89,921	President	\$42,000	<b>\$45,401</b>	2023
<a href="#">Lincoln Road Llc</a>	ID	\$89,749	Chief Executive Officer	\$6,686	<b>\$6,766</b>	2024
<a href="#">Adams Clubhouse - Quality Care For Special Needs</a>	AR	\$90,822	Executive Director	\$5,486	<b>\$5,867</b>	2024
<a href="#">Spaulding Family Resource Center</a>	NC	\$90,824	Center Direc	\$21,600	<b>\$21,233</b>	2024
<a href="#">Helping Hands Of Potsdam Inc</a>	NY	\$90,906	Executive Di	\$25,910	<b>\$22,274</b>	2024
<a href="#">Rainbow Farms Inc</a>	MS	\$90,937	President	\$27,000	<b>\$28,608</b>	2024
<a href="#">African Resource Center Of West Michigan</a>	MI	\$89,560	Executive Director	\$60,240	<b>\$59,153</b>	2024
<a href="#">Parenting Resource Center Of East</a>	TX	\$89,394	Executive Dir.	\$40,392	<b>\$38,439</b>	2024
<a href="#">Helping The Behaviorally Challenging</a>	CA	\$89,112	President And Ceo	\$30,000	<b>\$24,645</b>	2024
<a href="#">Love Inc Of Eagle River</a>	AK	\$91,503	Executive Di	\$6,965	<b>\$6,522</b>	2023
<a href="#">Mary's House Ministry Alliance For</a>	SC	\$89,055	Chairman	\$4,200	<b>\$4,168</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New American Community Lending</a>	MD	\$89,017	President & Ceo	\$40,592	<b>\$37,170</b>	2023
<a href="#">Valley Of The Sun School Properties One</a>	AZ	\$88,981	Board Member	\$18,515	<b>\$16,940</b>	2024
<a href="#">Northern Life Care Center Inc</a>	MN	\$91,837	Executive Di	\$16,360	<b>\$15,379</b>	2024
<a href="#">Sergent's Way Inc</a>	MD	\$91,889	Ceo	\$7,826	<b>\$6,961</b>	2024
<a href="#">Operation Homeless Inc</a>	NC	\$92,014	President	\$6,500	<b>\$6,578</b>	2023
<a href="#">Manna Cafe Ci</a>	VA	\$88,530	President	\$29,548	<b>\$27,142</b>	2024
<a href="#">Community And Seasoned Citizens Inc</a>	OH	\$88,363	Trustee	\$3,432	<b>\$3,458</b>	2024
<a href="#">Honor Bound Foundation Inc</a>	CT	\$88,313	President	\$74,983	<b>\$66,885</b>	2024
<a href="#">Rio Grande Children's Home Foundation</a>	TX	\$92,357	President & Ceo, Board Chair	\$190,419	<b>\$181,211</b>	2024
<a href="#">Heavy Hands Heavy Hearts Foundation</a>	CO	\$92,464	Board Member	\$75,000	<b>\$70,438</b>	2023
<a href="#">Wayne Hostels Holding Inc</a>	NY	\$88,086	Chief Executive Officer	\$19,703	<b>\$16,938</b>	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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT    **587** organizations. Compensation range \$2–\$242,134; filing years 2022–2025.

SIZE BASIS     Matched on total revenue (\$90,283); for reference, expenses \$89,052 and assets \$535,510.

ROLE MATCH	Kendra W Patty, reported title "TREASURER", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	187 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	25 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	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>
All sources (D + E + F), adjusted	13 <sup>th</sup>

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 (Kendra W Patty) 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 587 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 18<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.