

East Sabine Senior Services Inc

Executive Director / CEO

EIN 751757090

TX · NTEE P81

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tommie Jean Sullivan, Executive Director / CEO** (\$20,625) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

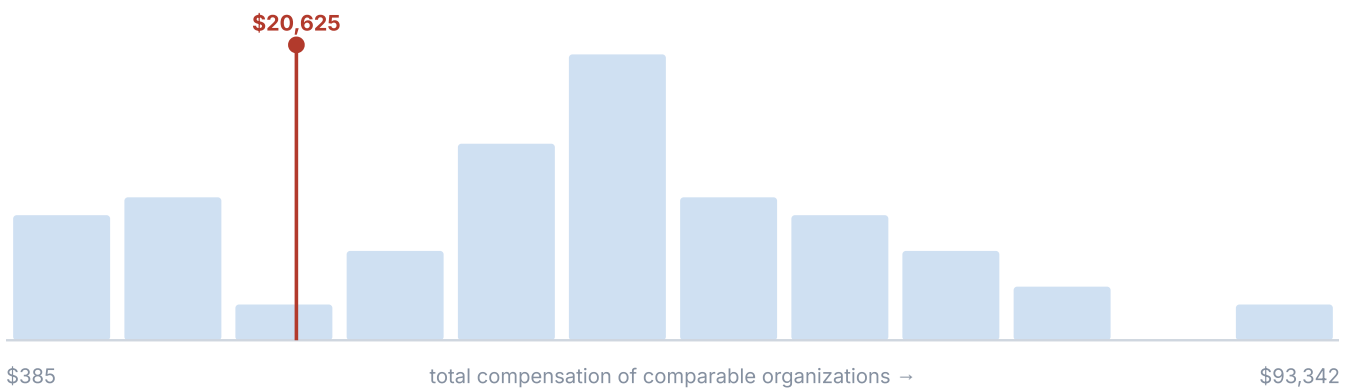
Benchmarked executive: Tommie Jean Sullivan — reported title “Member”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81).
BUDGET	Total revenue between \$115,398 and \$258,354 — 0.67x to 1.50x the subject's \$172,236 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,682	\$28,162	\$41,741	\$50,111	\$64,237	\$20,625
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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 TX 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
Richmond Senior Servicesinc	NY	\$171,987	Executive Director	\$56,290	\$50,849	2024
The Stanford Charitable Corporation	TX	\$171,494	Executive Dir.	\$32,448	\$31,612	2025
Thanks Mom & Dad Fund Inc	GA	\$173,128	Int. Exec. Dir.	\$36,685	\$37,964	2023
Richwood Civic Center Inc	OH	\$173,836	Executive Director	\$28,325	\$29,218	2025
Mcminn County Senior Citizens Inc	TN	\$170,347	Executive Director	\$40,000	\$42,032	2024
Gadsden Senior Services Inc	FL	\$174,891	Fiscal Manager	\$9,111	\$8,809	2023
Society Of Active Retirees	MI	\$177,704	Executive Director	\$76,696	\$77,099	2025
Spearfish Senior Service Center	SD	\$166,122	Executive Dir.	\$48,800	\$55,430	2023
Holiday Park Seniors Inc	MD	\$161,293	Admin Office	\$10,623	\$9,928	2024
Don't Stop Dreamin'	PA	\$158,110	Executive Direcotr	\$7,726	\$7,930	2023
Indiana Drug Enforcement	IN	\$156,668	Training Coo	\$86,000	\$93,342	2023
Harpwell Aging At Home	ME	\$187,857	Director	\$1,000	\$1,001	2024
Salida Senior Daycare Inc	CO	\$188,933	Executive Director	\$45,000	\$43,136	2024
Wimberley Senior Citizens	TX	\$153,672	Director	\$42,340	\$42,340	2024
Cwa Littleton Inc	CO	\$193,470	Executive Di	\$10,000	\$9,586	2024
Catholic Elderly Services Inc	FL	\$150,977	President/ceo	\$48,011	\$45,089	2024
Senior Citizens Center	WI	\$193,775	Co-director	\$47,569	\$49,664	2024
Center For Successful Aging	CA	\$195,248	Administrative Director	\$41,167	\$36,586	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Zeta Zeta Lambda Company Inc	NY	\$149,130	Treasurer	\$12,000	\$11,160	2023
Lita Love Is The Answer	CA	\$195,577	Executive Dir.	\$70,538	\$62,689	2023
Giles County Senior Citizens	TN	\$195,590	Executive Director	\$31,085	\$31,823	2025
Penns Village	PA	\$195,931	Executive Director	\$8,654	\$8,627	2024
Menomonie Area Senior Center	WI	\$197,565	Executive Dir.	\$32,498	\$33,929	2024
Serving Older Adults Through Changing Ti	OH	\$197,600	Executive Director	\$28,600	\$30,282	2024
Caldwell Senior Center Inc	NC	\$198,398	Executive Di	\$57,886	\$59,793	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	74 organizations. Compensation range \$385–\$93,342; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$172,236); for reference, expenses \$195,596 and assets \$123,239.
ROLE MATCH	Tommie Jean Sullivan, reported title <i>"Member"</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	4 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	23 rd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	20 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 (Tommie Jean Sullivan) 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 74 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,625 is reasonable (approximately the 23rd 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.