

# Tribe- Seminole Heights Inc

Executive Director / CEO

EIN 830538437

FL · NTEE O20

FY ending 2022-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kristen Brown, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **78** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

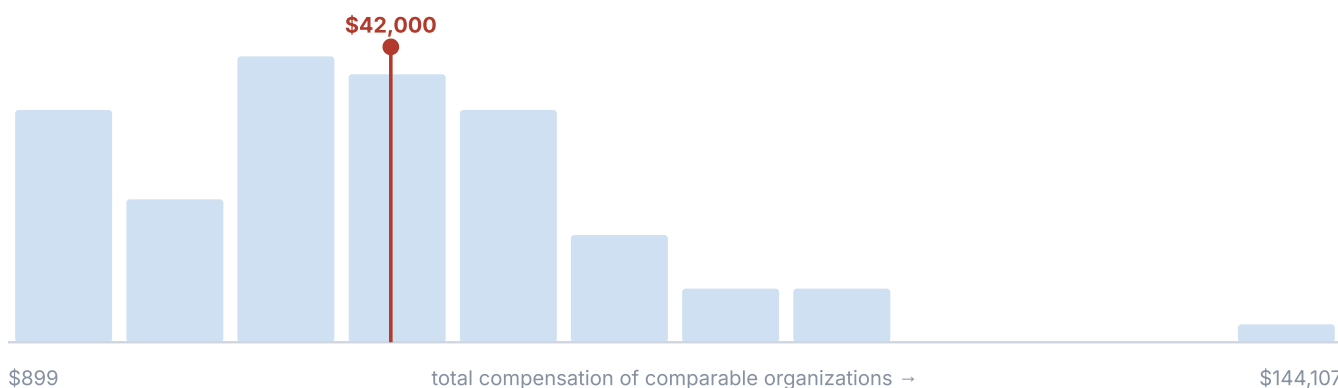
**Benchmarked executive:** Kristen Brown — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (O20).
- BUDGET** Total revenue between \$153,882 and \$344,512 — 0.67x to 1.50x the subject's \$229,675 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

**78** organizations qualified on sector, size, and geography → **78** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,950	\$19,212	\$37,913	\$52,926	\$69,202	\$42,000
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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 FL 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="#">The Zone Afterschool Program</a>	NE	\$229,855	Executive Dir.	\$65,416	<b>\$68,081</b>	2025
<a href="#">Streets 517 Ministries</a>	MI	\$229,470	Executive Di	\$46,542	<b>\$49,123</b>	2023
<a href="#">Buffalo Cove Outdoor Education Center Inc</a>	NC	\$229,976	Executive Director	\$63,462	<b>\$65,129</b>	2024
<a href="#">Center For Restorative Practice</a>	CA	\$232,767	Executive Director	\$98,098	<b>\$86,619</b>	2023
<a href="#">Lindenhurst Youth Services Board Inc</a>	NY	\$233,314	Director	\$42,760	<b>\$38,378</b>	2024
<a href="#">Fulton County Youth Center Inc</a>	IN	\$234,351	Executive Dir.	\$24,760	<b>\$26,700</b>	2023
<a href="#">White Oak Athletic Club</a>	OH	\$236,688	Treasurer	\$5,800	<b>\$6,282</b>	2023
<a href="#">Youth &amp; Families Determined To Succeed</a>	MN	\$236,743	Executive Director	\$12,000	<b>\$12,124</b>	2023
<a href="#">Ymca Woodson Park Qalib Inc</a>	GA	\$220,494	Chief Executive Officer	\$36,068	<b>\$37,084</b>	2023
<a href="#">Rocksolid Community Teen Center</a>	WA	\$240,936	Executive Dir.	\$70,000	<b>\$60,642</b>	2025
<a href="#">The Degood Foundation</a>	VA	\$241,261	Executive Director	\$9,419	<b>\$9,032</b>	2024
<a href="#">Reb Sports Academy Inc</a>	OH	\$242,165	Director	\$4,125	<b>\$4,468</b>	2023
<a href="#">Teen Center Usa</a>	CA	\$242,595	Executive Director	\$54,080	<b>\$47,752</b>	2023
<a href="#">Crystal Lake Teen Center</a>	IL	\$244,067	President And Executive Director	\$1,500	<b>\$1,465</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Premier Athletics For Youth Development</a>	MI	\$245,424	Director	\$30,800	<b>\$31,575</b>	2024
<a href="#">Blackfoot Community Center</a>	ID	\$245,899	Executive Dir.	\$51,241	<b>\$55,739</b>	2023
<a href="#">Harlan Christian Youth Center Inc</a>	IN	\$211,807	President	\$56,692	<b>\$59,380</b>	2024
<a href="#">Troy Youth Association Inc</a>	NY	\$210,151	Executive Direc	\$27,520	<b>\$25,429</b>	2023
<a href="#">Boys And Girls Club Of Pleasants Co</a>	WV	\$209,604	Executive Director	\$51,876	<b>\$57,436</b>	2023
<a href="#">Hilliard High School Hockey Club</a>	OH	\$250,149	Director Of	\$12,282	<b>\$12,587</b>	2025
<a href="#">Loaves And Fishes Ministry Inc</a>	NC	\$208,558	Executive Director	\$48,960	<b>\$50,245</b>	2024
<a href="#">Green River Outreach For Wilderness</a>	WY	\$207,601	Camp Director	\$38,521	<b>\$40,969</b>	2024
<a href="#">Excellence &amp; Ambition Inc</a>	MD	\$252,294	Executive Director	\$39,434	<b>\$36,617</b>	2024
<a href="#">Pal Of Cape Cod Inc</a>	MA	\$254,633	Treasurer/secretary	\$1,200	<b>\$1,103</b>	2023
<a href="#">El Centro Police Activities League</a>	CA	\$203,911	Executive Director	\$47,500	<b>\$41,941</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2022 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 FL 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	78 organizations. Compensation range \$899–\$144,107; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$229,675); for reference, expenses \$237,546 and assets \$64,136.
ROLE MATCH	Kristen Brown, reported title " <i>Director</i> ", 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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	55 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	56 <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 (Kristen Brown) 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 78 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 58<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.