

Peach Concerned Citizens Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Kattie Vinson Kendrick, Executive Director / CEO** (\$15,530) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Kattie Vinson Kendrick — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (R40).

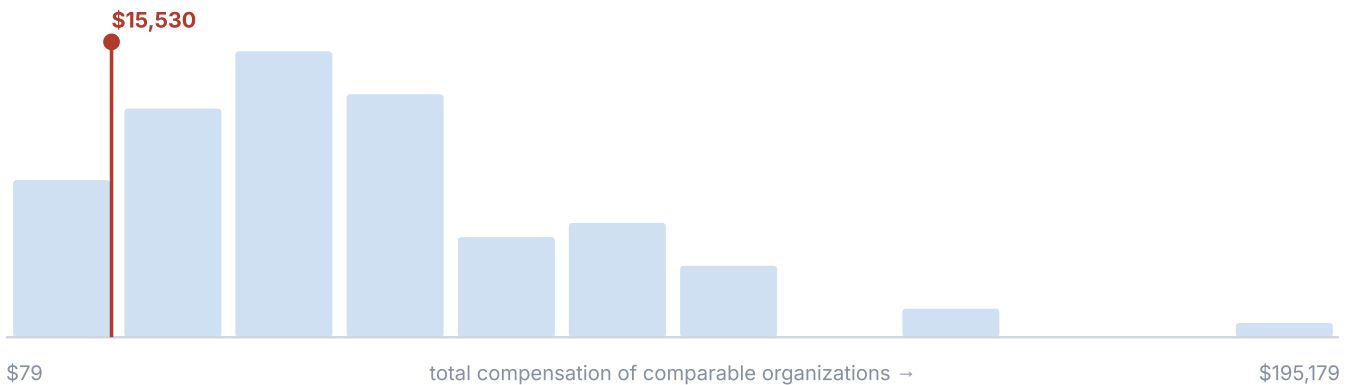
BUDGET Total revenue between \$87,928 and \$196,854 — 0.67x to 1.50x the subject's \$131,236 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (R), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography

→ **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,357	\$25,124	\$47,221	\$68,751	\$91,288	\$15,530
-----------------	-----------------	-----------------	-----------------	-----------------	-----------------



■ 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 GA 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
Welfare Rights Organization	LA	\$130,354	Executive Director	\$20,223	\$22,147	2023
North Carolina Family Policy	NC	\$129,563	President	\$21,058	\$21,019	2024
Broward Organized Leaders Doing Justice	FL	\$132,971	Lead Organizer	\$95,708	\$89,420	2023
Family Diversity Projects Inc	MA	\$135,057	President	\$73,108	\$63,464	2024
Children's Rights Council Inc	MD	\$136,124	Director	\$77,320	\$68,030	2025
Oregon Firearms Federation	OR	\$125,325	Director	\$55,000	\$50,798	2023
Memphis For All	TN	\$124,252	Board Member	\$38,642	\$40,397	2023
Equality Utah	UT	\$138,977	Executive Di	\$37,000	\$37,662	2023
Christian Womens Job Corps Of Rusk	TX	\$121,524	Executive Dir.	\$45,691	\$44,152	2024
Word Is Bond	OR	\$120,761	Executive Director	\$68,895	\$63,631	2023
Right To Life Of Southwest Indiana	IN	\$120,757	Executive Director	\$82,323	\$86,341	2023
Equalitymaine	ME	\$120,560	Pgm Director/exec Dir.	\$17,666	\$17,088	2024
Immigrant Hope	MN	\$119,748	Board Member	\$28,252	\$27,764	2023
Rhode Island Cross Disability Coalition	RI	\$117,708	Operations Manager	\$4,641	\$4,299	2024
Campaign To Decriminalize Sex Work	TX	\$145,433	Political Director	\$39,299	\$37,976	2024
Progress Texas	TX	\$116,557	Executive Director	\$12,138	\$12,076	2023
Trunorth Foundation	CO	\$115,536	President & Ceo	\$75,000	\$69,471	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Unity Women's Desk Inc	NC	\$115,519	Pres. / Coor	\$64,828	\$64,708	2024
Rhode Island State Right To Life Committee Inc	RI	\$114,176	Executive Director	\$43,350	\$41,341	2023
The Fund For Northern Tier Development	PA	\$114,107	Executive Director	\$56,000	\$53,947	2024
Sankofa Impact	WA	\$113,817	Executive Director	\$123,013	\$109,534	2023
Alliance Of Tribal Coalitions To	OK	\$149,734	Executive Director	\$101,340	\$110,980	2023
Abate Of Michigan Inc	MI	\$149,866	President	\$3,600	\$3,696	2023
The Opportunity To Learn Action Fund	MA	\$150,000	Treasurer	\$61,234	\$54,726	2023
Center For The Healing Of Racism	TX	\$112,124	Executive Director	\$75,000	\$74,614	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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 GA 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	87 organizations. Compensation range \$79–\$195,179; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$131,236); for reference, expenses \$87,085 and assets \$120,909.
ROLE MATCH	Kattie Vinson Kendrick, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	13 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	11 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 (Kattie Vinson Kendrick) 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 87 similarly situated organizations (Same NTEE major group (R), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,530 is reasonable (approximately the 13th 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.