

Memphis Ymca Support Corporation

Executive Director / CEO

EIN 851807706
 TN · NTEE P19
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Terrance Grigsby, Executive Director / CEO** (\$60,275) against **every comparable organization** that fit the selection criteria — **886** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

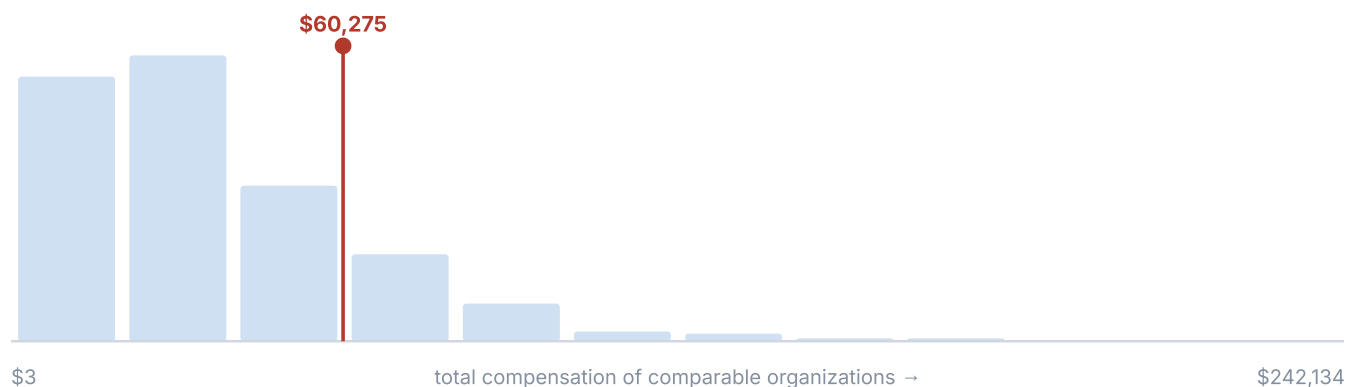
Benchmarked executive: Terrance Grigsby — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P19).
BUDGET	Total revenue between \$83,080 and \$186,000 — 0.67x to 1.50x the subject's \$124,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

886 organizations qualified on sector, size, and geography → **886** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,923	\$16,124	\$30,498	\$49,376	\$71,068	\$60,275
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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
Americas Gold Star Families	IL	\$124,008	Executive Dir.	\$37,500	\$35,073	2024
Pueblo Community Soup Kitchen	CO	\$123,961	Executive Director	\$39,439	\$37,040	2023
Asi - Grand Forks Inc	MN	\$123,901	President/tr	\$68,006	\$62,281	2025
Iredell Statesville Community Enrichment Corp Inc	NC	\$124,124	Ceo	\$21,875	\$22,138	2023
Lifebridge Of South Carolina	SC	\$123,842	Prior Direct	\$41,423	\$41,112	2024
Pawsitively 4 Pink Inc	MA	\$123,830	Powers	\$30,000	\$26,404	2023
Brides Across America Inc	MA	\$123,771	Director	\$39,000	\$33,341	2024
The American Roundtable To Abolish	MA	\$123,680	President	\$189,117	\$161,676	2024
Miracle Church Of Christ Incorporated	NY	\$124,397	Asiamah	\$7,500	\$6,447	2024
Medina County Food Pantry	TX	\$123,585	Manager	\$21,488	\$21,053	2023
New Beginnings Therapeutic Riding Inc	KY	\$123,453	Executive Director	\$34,015	\$35,794	2023
Project Help Of Steuben Co	IN	\$124,664	Executive Di	\$66,000	\$66,215	2024
The Minnesota Association For Marriage And Family	MN	\$123,328	Executive Director	\$35,280	\$33,165	2024
Smiles For Seniors Foundation	CA	\$123,306	Director	\$26,049	\$21,399	2024
Barstow Acres Children's Center Inc	MD	\$123,306	Executive Director	\$2,316	\$2,007	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Capernaum Inc	TX	\$124,878	President	\$96,031	\$94,086	2023
Family To Family Connection Isd 13	NV	\$124,901	Executive Di	\$40,000	\$38,144	2024
Seniors First Foundation Inc	FL	\$122,983	President/ceo	\$21,126	\$19,438	2023
Ltr Housing Corporation	NY	\$125,017	President & Coo	\$23,348	\$20,665	2023
Share Xiv Inc	NY	\$125,030	Executive Director	\$70,564	\$62,453	2023
Residential Housing Affiliates Inc	GA	\$125,048	Ceo/director	\$43,792	\$43,127	2023
River Stones Youth Foundation Inc	CA	\$125,107	President	\$185,247	\$152,179	2024
W Connection Inc	NY	\$122,851	Executive Di	\$33,396	\$29,557	2023
Dover Educational & Community Center Inc	DE	\$125,155	Office Manager And Head Teacher	\$9,320	\$8,938	2023
Children Of Haiti And Refugee Projects	FL	\$122,820	Chairperson	\$270,928	\$242,134	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.

● Sample, role match & sensitivity

PEER COUNT 886 organizations. Compensation range \$3–\$242,134; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$124,000); for reference, expenses \$638,017 and assets \$19,321,086. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Terrance Grigsby, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	217 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	28 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	82 nd
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Terrance Grigsby) 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 886 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,275 is reasonable (approximately the 82nd 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.