

# Mill Town Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Derek Senseney, Executive Director / CEO** (\$8,730) against **every comparable organization** that fit the selection criteria — **481** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Derek Senseney — 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

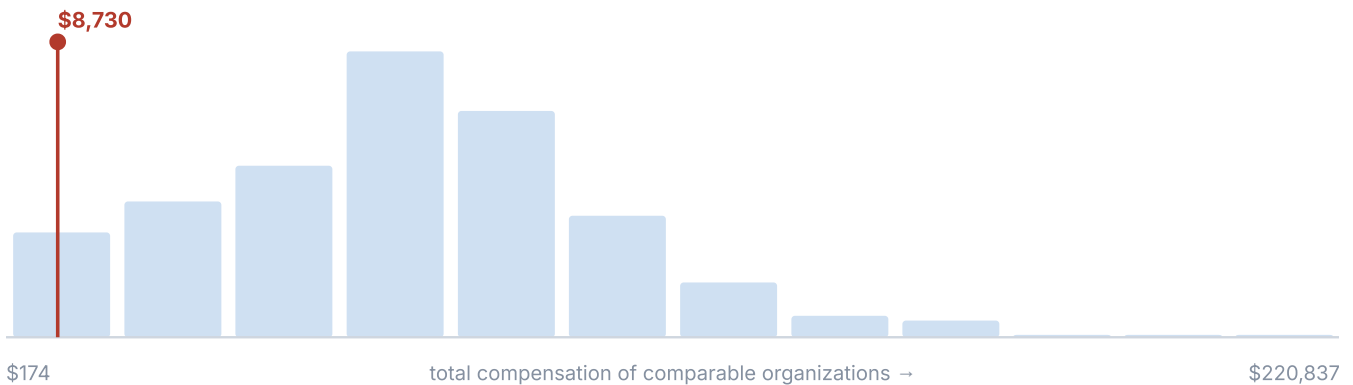
**SECTOR** Organizations sharing the subject's NTEE classification (O50).

**BUDGET** Total revenue between \$310,656 and \$695,499 — 0.67x to 1.50x the subject's \$463,666 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**481** organizations qualified on sector, size, and geography → **481** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$19,330	\$43,415	\$66,393	\$84,970	\$105,993	\$8,730
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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 SC 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="#">Girls Embracing Mothers Inc</a>	TX	\$463,500	Chair And President	\$89,160	<b>\$85,491</b>	2024
<a href="#">Club Esteem Inc</a>	FL	\$463,856	Executive Director	\$88,490	<b>\$79,684</b>	2024
<a href="#">Communities In School Of Greenbrier</a>	WV	\$463,401	Executive Dir.	\$75,210	<b>\$80,363</b>	2023
<a href="#">Resources To Inspire Students &amp; Educators-dc</a>	DC	\$462,921	Executive Director	\$95,000	<b>\$82,270</b>	2023
<a href="#">Joe's Place Ministries</a>	OR	\$464,999	Executive Di	\$60,262	<b>\$53,643</b>	2024
<a href="#">Save Girls On Fyer Inc</a>	CT	\$458,759	President, Ceo	\$90,000	<b>\$83,276</b>	2023
<a href="#">First Priority Of Tampa Bay Inc</a>	FL	\$469,071	President	\$86,250	<b>\$77,667</b>	2024
<a href="#">Nycsalt Inc</a>	NY	\$469,111	Founder & Chief Executive Officer	\$162,758	<b>\$145,140</b>	2023
<a href="#">Girls On The Run Of Central Ohio</a>	OH	\$458,015	Council Director	\$67,662	<b>\$68,694</b>	2024
<a href="#">The Rock Center</a>	CO	\$457,880	Executive Dir.	\$89,816	<b>\$82,553</b>	2024
<a href="#">Keaukaha One Youth Development</a>	HI	\$469,757	President/ed	\$100,008	<b>\$88,361</b>	2023
<a href="#">Artpreneurs Inc</a>	MD	\$469,928	Executive Director	\$72,800	<b>\$65,240</b>	2024
<a href="#">Adventure Works Of Dekalb</a>	IL	\$457,343	Executive Di	\$98,032	<b>\$92,382</b>	2024
<a href="#">Teen Lifeline Inc</a>	TX	\$470,297	Officer	\$108,087	<b>\$106,701</b>	2023
<a href="#">Girls On The Run Las Vegas</a>	NV	\$456,919	Executive Dir.	\$90,945	<b>\$85,130</b>	2025
<a href="#">Cherry Creek Youth Sports</a>	CO	\$470,553	President	\$28,750	<b>\$27,205</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Orange Duffel Bag Initiative Inc</a>	GA	\$470,780	President	\$68,251	<b>\$67,724</b>	2023
<a href="#">Rise Up Reno Prevention Network</a>	KS	\$455,424	Executive Di	\$54,284	<b>\$56,214</b>	2024
<a href="#">Team Kids Inc</a>	CA	\$455,402	Ceo	\$67,538	<b>\$57,553</b>	2023
<a href="#">Kids In Need Of Mchenry County Inc</a>	IL	\$454,795	Executive Dir.	\$48,385	<b>\$45,596</b>	2024
<a href="#">Annie Moses Ministries</a>	TN	\$454,534	Dir And Treas	\$28,444	<b>\$33,175</b>	2021
<a href="#">Second Life Bikes Inc</a>	NJ	\$473,493	Vice Preside	\$60,000	<b>\$52,866</b>	2023
<a href="#">Shining Light Community Outreach Foundation</a>	VA	\$453,523	Wump Director	\$36,679	<b>\$33,947</b>	2024
<a href="#">Brothers And Sisters Emerging</a>	PA	\$452,617	President And Ceo	\$96,085	<b>\$94,560</b>	2023
<a href="#">Youth Incorporated</a>	TN	\$452,526	Executive Director	\$55,000	<b>\$55,416</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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** 481 organizations. Compensation range \$174–\$220,837; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$463,666); for reference, expenses \$503,066 and assets \$91,650.

**ROLE MATCH** Derek Senseney, reported title "*Director*", 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** 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 10 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	5 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (Derek Senseney) 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 481 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,730 is reasonable (approximately the 4<sup>th</sup> 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.