

10000 Kids Inc

Executive Director / CEO

EIN 205071315

NV · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Troy Martinez, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **494** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

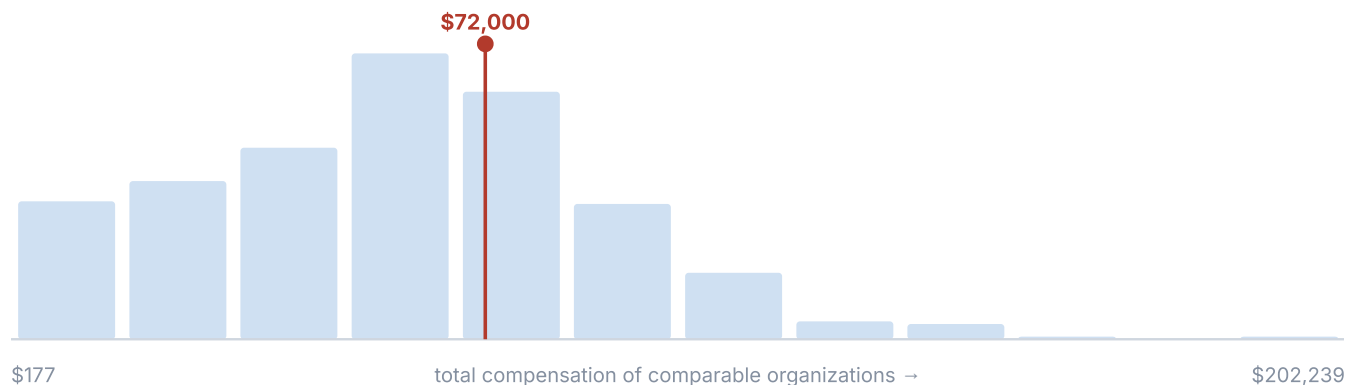
Benchmarked executive: Troy Martinez — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$246,965 and \$552,907 — 0.67x to 1.50x the subject's \$368,605 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

494 organizations qualified on sector, size, and geography → **494** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,782	\$35,508	\$59,466	\$79,739	\$96,263	\$72,000
----------	----------	----------	----------	----------	----------



● 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 NV 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
Aguas Sagradas Inc	CA	\$368,466	Director	\$63,700	\$54,875	2023
Solid Foundation Youth Outreach Inc	NJ	\$368,306	Executive Di	\$77,577	\$67,117	2024
Encampment For Citizenship	CA	\$367,995	Executive Director	\$67,560	\$56,530	2024
Odyssey World Internationaleducation Services	WA	\$369,402	President	\$11,753	\$10,197	2024
We Can Now Inc	TX	\$369,456	President	\$73,059	\$72,909	2023
Rhode Island Strikers Fc	RI	\$367,671	Vice President/treasurer	\$17,400	\$16,168	2024
Heartworks Inc	NJ	\$367,461	Ceo	\$78,764	\$68,144	2024
Girls On The Run Of Greater	MI	\$367,408	Executive Di	\$76,802	\$79,085	2023
Taproot Inc	IA	\$366,495	Director	\$92,500	\$98,143	2024
New Community Project Inc	NY	\$370,800	Founder And Ceo	\$75,000	\$65,672	2024
Core Creative Collective Inc	LA	\$371,183	Board Member	\$103,536	\$113,737	2023
African American Chamber Of San Joaquin Foundation	CA	\$371,277	Ceo/director	\$69,805	\$58,408	2024
Wonderfully Made Ministry For Girls	TN	\$371,663	President	\$60,000	\$61,114	2024
Own Your Future Outreach Inc	NY	\$371,736	President	\$69,231	\$62,411	2023
Columbia Future Forge	WA	\$372,115	Director Secretary	\$4,665	\$4,167	2023
Lakevilla Township Baseball	IL	\$372,353	President	\$180	\$177	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Standard Of Athletics Association Inc	TX	\$372,444	Executive Dir.	\$2,600	\$2,595	2023
Square Peg Ministries	GA	\$373,100	Atlarge	\$82,466	\$82,722	2023
Gilford Youth Center	NH	\$373,452	Executive Director	\$85,638	\$76,624	2024
Centershot Ministries Inc	WI	\$373,512	Executive Di	\$81,390	\$84,799	2023
Iconoclast Artists	TX	\$363,414	Executive Director	\$60,000	\$59,877	2023
See You At The Top	OH	\$374,065	Curriculum Administrator	\$89,089	\$94,135	2023
The Compass	AK	\$362,975	Executive Dir.	\$78,000	\$72,261	2024
Youth Organized & United Help	OR	\$374,620	Executive Director	\$37,225	\$34,487	2023
Black Child Development Institute - Atlanta Inc	GA	\$362,176	President	\$42,000	\$40,922	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	494 organizations. Compensation range \$177–\$202,239; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$368,605); for reference, expenses \$322,028 and assets \$89,131.
ROLE MATCH	Troy Martinez, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	67 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	66 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 (Troy Martinez) 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 494 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 67th 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.