

Movement Of Youth Incorporated

Executive Director / CEO

EIN 262399990

NC · NTEE O54

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Atrayus O Goode, Executive Director / CEO** (\$106,925) against **every comparable organization** that fit the selection criteria — **944** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

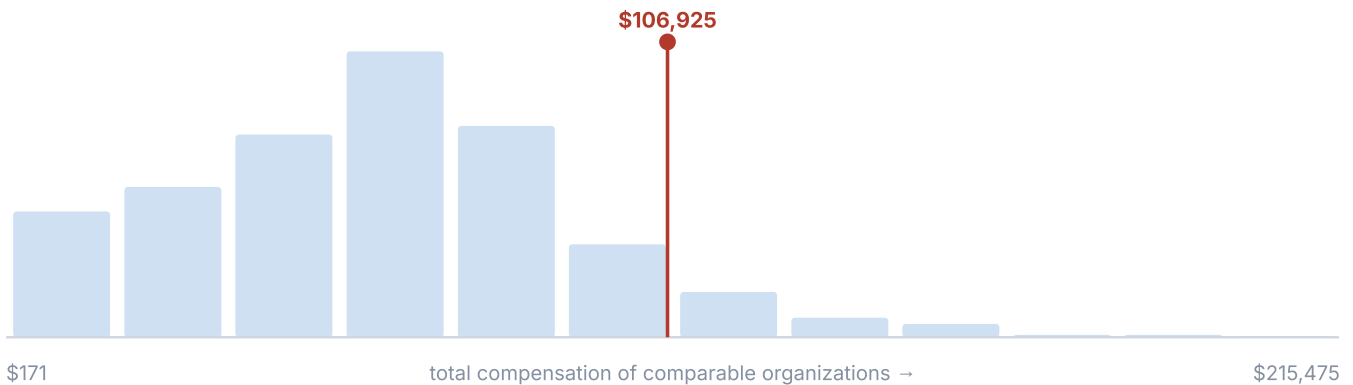
Benchmarked executive: Atrayus O Goode — reported title “PRESIDENT AND CEO AND SECRETARY”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O54).
BUDGET	Total revenue between \$281,196 and \$629,545 — 0.67x to 1.50x the subject's \$419,697 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

944 organizations qualified on sector, size, and geography → **944** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,245	\$37,627	\$60,183	\$79,649	\$99,160	\$106,925
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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 NC 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
Cure Innovations Llc	CT	\$420,556	Operating Di	\$105,000	\$92,546	2024
The Healing Word Counseling Center	TN	\$418,766	Administrator/counselor	\$27,000	\$26,679	2024
The Hampton's Academy Inc	IN	\$418,758	Ceo	\$33,229	\$32,941	2024
Southwest Indiana Powerhouse Inc	IN	\$418,746	Executive Di	\$96,000	\$95,168	2024
Youth With A Mission	WA	\$420,895	Secretary	\$33,582	\$29,098	2023
Boys & Girls Club Of Jefferson County	AR	\$418,201	Executive Director	\$40,500	\$44,058	2023
Girls On The Run Of Southeastern	PA	\$417,543	Executive Dir.	\$95,131	\$91,814	2023
Texas Tranquility Estates	TX	\$417,506	President	\$30,750	\$29,769	2023
Tbey Arts Center Inc	WI	\$417,112	Executive Director	\$92,846	\$91,151	2024
Yachats Youth & Family	OR	\$422,414	Executive Di	\$67,129	\$58,602	2024
Every Monday Matters Inc	CA	\$416,604	Chairman/ceo	\$66,000	\$53,573	2024
Companions For Children	ND	\$416,594	Executive Di	\$89,425	\$94,976	2023
Milton Soccer Inc	MA	\$422,973	Registrar	\$21,728	\$18,355	2024
Recreational Experiences Achieving Community Harmony Inc	MN	\$423,013	Program Director	\$72,317	\$67,172	2024
Carolina Winter Ensemble Association	SC	\$423,236	President	\$7,903	\$7,979	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inc						
Big Brothers Big Sisters Of The Des	CA	\$423,253	Executive Di	\$125,437	\$99,196	2025
5110 Youth Ranch	CO	\$423,405	Ranch Director	\$30,000	\$27,041	2024
Storied Inc	NV	\$423,501	Executive Dir.	\$25,000	\$23,557	2024
Wadena County Humane Society	MN	\$415,057	Director Of	\$65,000	\$62,160	2023
The Midian Leadership Project Inc	WV	\$414,561	President	\$29,501	\$30,027	2024
Endless Outdoors Inc	KS	\$424,916	President, Secretary, Treasurer	\$71,346	\$72,456	2024
Reading Legacies	CA	\$414,168	President &	\$72,135	\$60,283	2023
Bgcma Harland Real Estate Company	GA	\$414,030	Ceo	\$43,728	\$41,331	2024
Shemilah Outreach Center	IL	\$414,000	Executive Director	\$74,000	\$70,408	2023
Davis Forest School	CA	\$425,661	Director	\$48,872	\$39,671	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **944** organizations. Compensation range \$171–\$215,475; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$419,697); for reference, expenses \$554,568 and assets \$58,497.

ROLE MATCH	Atrayus O Goode, reported title <i>"PRESIDENT AND CEO AND SECRETARY"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	93 rd
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	89 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 (Atrayus O Goode) 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 944 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,925 is reasonable (approximately the 93rd 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.