

Ruff Wilson Youth Organization Inc

Executive Director / CEO

EIN 270259523

AL · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tracie Brown, Executive Director / CEO** (\$46,930) against **every comparable organization** that fit the selection criteria — **402** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

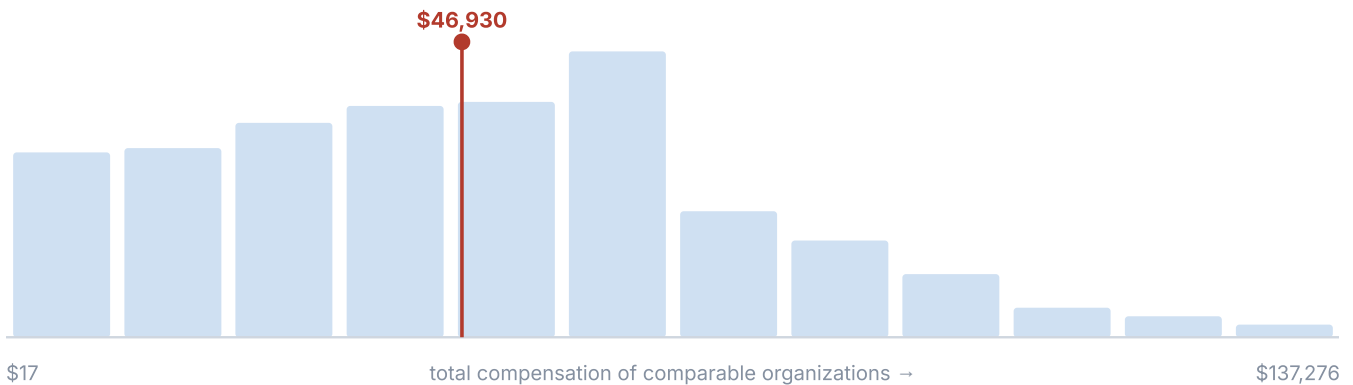
Benchmarked executive: Tracie Brown — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$149,146 and \$333,909 — 0.67x to 1.50x the subject's \$222,606 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

402 organizations qualified on sector, size, and geography → **402** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,062	\$25,196	\$46,586	\$65,059	\$87,307	\$46,930
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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 AL 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
Love Grow Live Center Inc	OK	\$222,393	Founder And Executive Director	\$6,934	\$7,574	2022
Restorative Resources	CA	\$222,393	Executive Dir.	\$46,600	\$37,247	2024
Women Of The Dream Inc	NJ	\$221,744	Founder/ceo	\$34,634	\$29,469	2023
Academy Project	CA	\$221,677	Exeuctive Director/president	\$24,709	\$19,750	2024
Yellow Crawfish Learning Center	LA	\$221,614	President	\$22,221	\$22,649	2024
Partnerships For Permanence	MN	\$224,015	Founder And Ceo	\$74,309	\$69,973	2023
Popup Tennis Kids Inc	NY	\$220,966	President	\$124,437	\$104,083	2024
Bridge Builders Leadership Initiative	MS	\$224,331	Director Of Program	\$67,082	\$67,374	2025
Hope Afield	AL	\$224,444	Ceo	\$37,500	\$37,500	2024
Girls On The Run Riverside	CA	\$224,544	Executive Director	\$65,068	\$50,668	2025
Thunderbird Football Club	AZ	\$224,691	President	\$37,950	\$34,781	2023
Radical Arts Academy Of Denver	CO	\$220,241	Co-executive Director	\$19,278	\$17,111	2024
Sunbeam Kids International	CA	\$220,055	Secretary	\$12,000	\$10,280	2022
Andy Zanca Youth Empowerment Program	CO	\$225,892	Executive Dir.	\$52,052	\$46,200	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hills To Climb	MD	\$219,232	Executive Director	\$53,175	\$46,017	2024
Mahogany Youth Corporation	FL	\$226,016	Director	\$32,434	\$30,227	2022
Mountains 2 Sea	CA	\$219,066	Executive Director And Field Instructor	\$78,747	\$61,319	2025
Wonder Woods Nfp	IL	\$226,438	Executive Director	\$52,678	\$49,353	2023
Youth Empowered To Prosper Inc	FL	\$227,499	Executive Dir.	\$86,772	\$75,454	2024
Casino Road Ministries	WA	\$227,550	Executive Director	\$66,036	\$56,343	2023
Harrisons Playmakers	NE	\$217,489	Secretary	\$13,500	\$13,838	2023
D2I Revolution Inc	AZ	\$227,753	Executive Director, Ceo	\$154,207	\$137,276	2024
Pathfinders Childrens Ministry	NV	\$217,453	Exec Dir/brd Mb	\$72,000	\$68,778	2023
Impactdmv Inc	MD	\$227,856	Executive Director	\$24,960	\$21,600	2024
Open Roads Bike Program	MI	\$216,802	Executive Di	\$49,771	\$48,956	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 402 organizations. Compensation range \$17–\$137,276; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$222,606); for reference, expenses \$254,606 and assets \$86,464.

ROLE MATCH	Tracie Brown, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 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	50 th
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	50 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 (Tracie Brown) 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 402 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,930 is reasonable (approximately the 50th 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.