

Carolina Youth Action Project

Executive Director / CEO

EIN 275484213
 SC · NTEE O22
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Tessa Torgovitsky, Executive Director / CEO** (\$56,694) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Tessa Torgovitsky — reported title “Co-Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O22).

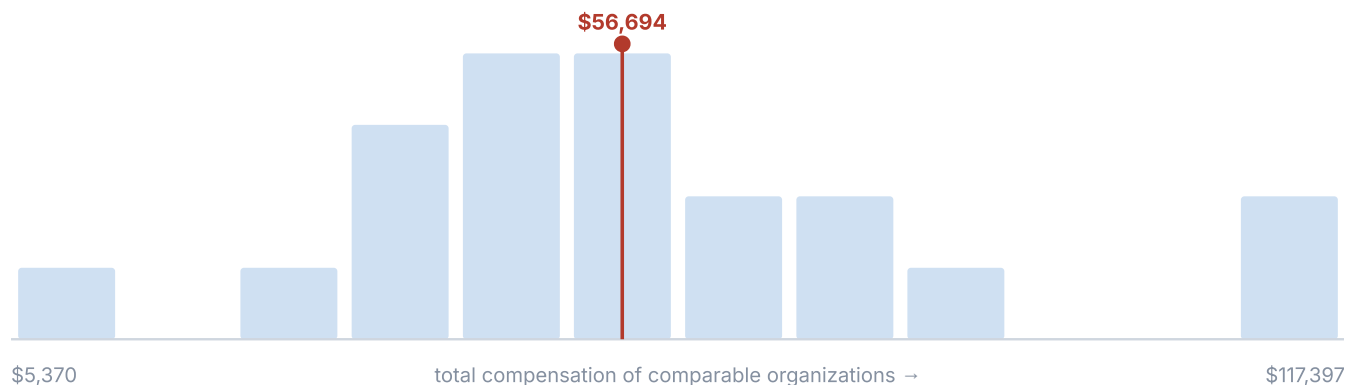
BUDGET Total revenue between \$166,340 and \$372,403 — 0.67x to 1.50x the subject's \$248,269 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O22), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$33,393	\$42,546	\$53,158	\$68,021	\$88,837	\$56,694
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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
Dress For Success Luzerne County	PA	\$251,895	Founder, Executive Directo	\$52,000	\$48,280	2024
Go Run Missoula	MT	\$244,581	Executive Di	\$70,750	\$71,006	2024
Little Princess Foundation	NY	\$238,733	President	\$6,200	\$5,370	2023
Girls On The Run Of Stark County	OH	\$238,236	Executive Dir.	\$54,722	\$52,572	2025
Diamond In The Rough Youth Development Program Inc	GA	\$233,615	President	\$43,204	\$39,403	2025
Girls Incorporated Of The Washington Dc Metro Area	DC	\$264,258	Executive Director	\$143,688	\$117,397	2024
Park Central Inc	CT	\$267,489	Executive Director	\$65,520	\$58,886	2023
Southside Girls Club Inc	TX	\$277,636	Executive Dir.	\$36,766	\$34,241	2024
The Gems Camp	TX	\$278,071	Vice President Of Partnership	\$44,786	\$41,711	2024
Girls On The Run Upstate Sc	SC	\$281,344	Executive Director	\$44,089	\$42,824	2024
Girls On The Run Of New Orleans	LA	\$213,439	Executive Dir.	\$63,502	\$67,026	2023
Wellfit Girls Program Southwest	FL	\$287,269	Executive Director (Thru Jan '24)	\$99,100	\$86,678	2024
Girls On The Run Of Long Island	NY	\$204,651	Executive Dir.	\$63,880	\$53,743	2024
Girls On The Run Idaho Inc	ID	\$297,943	Executive Dir.	\$80,250	\$79,483	2024
Elevateher	CO	\$303,841	Executive Dir.	\$64,400	\$57,494	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls On The Run Of Central Illinois	IL	\$314,079	Executive Dir.	\$67,642	\$61,914	2024
Baya Corporation	IN	\$334,879	Executive Director	\$50,442	\$50,989	2023
Gurls Talk Inc	NY	\$335,567	Executive Director	\$125,000	\$108,271	2023
Girls Incorporated Of Hamblen County	TN	\$364,110	Executive Director	\$47,720	\$46,702	2024
Bay Area Girls Rock Camp	CA	\$370,530	Co-executive	\$32,040	\$25,759	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 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 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.

Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$5,370–\$117,397; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$248,269); for reference, expenses \$445,390 and assets \$82,778. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Tessa Torgovitsky, reported title " <i>Co-Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	2 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	55th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	55 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 (Tessa Torgovitsky) 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 20 similarly situated organizations (Same NTEE sector (O22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,694 is reasonable (approximately the 55th 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.