

# Motivated Young Scholars

Executive Director / CEO

EIN 462192158

PA · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Veronica Manley, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Veronica Manley — reported title “Youth and Family Services”, 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 (S20).

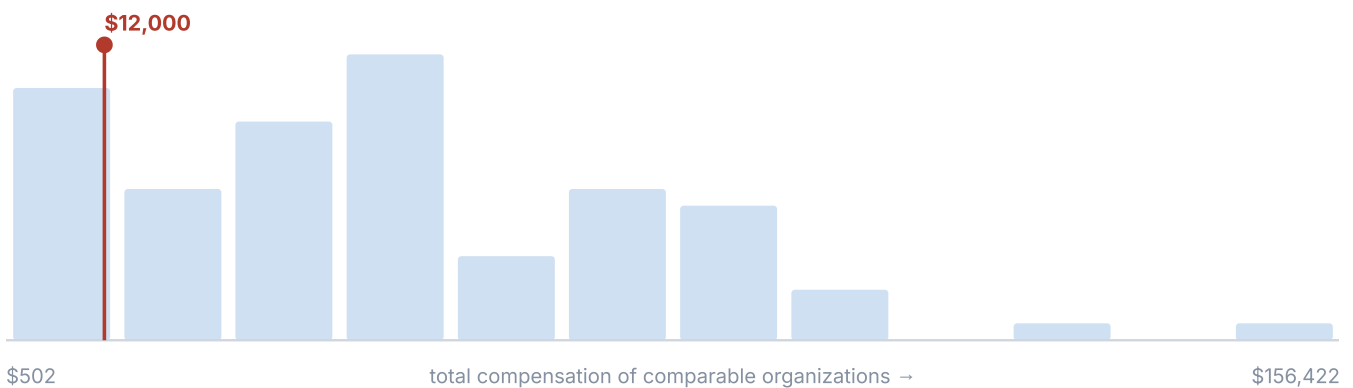
**BUDGET** Total revenue between \$76,736 and \$171,798 — 0.67x to 1.50x the subject's \$114,532 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**81** organizations qualified on sector, size, and geography

→ **81** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,665	\$22,294	\$43,864	\$68,208	\$81,972	\$12,000
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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 PA 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="#">Theclevelandobserver</a>	OH	\$115,375	Vice President	\$700	<b>\$766</b>	2023
<a href="#">Lakewood Seward Park Community</a>	WA	\$111,789	Executive Dire	\$20,017	<b>\$18,502</b>	2023
<a href="#">Christmas In April St Marys County</a>	MD	\$109,551	Executive Director	\$54,750	<b>\$50,005</b>	2025
<a href="#">Tourism-recreation Investment Partnership Of David</a>	NC	\$119,621	Executive Director	\$79,166	<b>\$79,912</b>	2025
<a href="#">Bexley Area Chamber Of Commerce</a>	OH	\$119,719	Executive Di	\$47,539	<b>\$50,491</b>	2024
<a href="#">Decatur County Development Corp</a>	IA	\$108,957	Executive Director	\$45,824	<b>\$50,314</b>	2024
<a href="#">Hustle Winston-salem</a>	NC	\$120,434	Executive Director	\$33,333	<b>\$35,558</b>	2023
<a href="#">Loving Library</a>	AZ	\$107,908	Ceo	\$30,000	<b>\$28,932</b>	2024
<a href="#">Town Square Inc</a>	NY	\$107,852	Executive Director	\$30,000	<b>\$27,184</b>	2024
<a href="#">Aberdeen Main Street Inc</a>	MS	\$106,433	Coordinator	\$17,450	<b>\$19,489</b>	2024
<a href="#">Urbandale Community Action Network</a>	IA	\$106,206	Executive Director	\$40,357	<b>\$45,620</b>	2023
<a href="#">Summit Impact</a>	CA	\$124,138	Executive Di	\$175,464	<b>\$156,422</b>	2023
<a href="#">El Dorado Main Street Inc</a>	KS	\$124,748	Executive Director	\$35,000	<b>\$37,917</b>	2024
<a href="#">Mountaineer Hbpa Benevolent Trust</a>	WV	\$127,040	Trust Administrator	\$20,533	<b>\$22,294</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Osgood Beautification And Main Street De</a>	IN	\$102,008	Treasurer	\$475	<b>\$502</b>	2024
<a href="#">Newburg Community Club</a>	ND	\$128,292	President	\$5,800	<b>\$6,218</b>	2025
<a href="#">Greater Palm River Point Community Development Corporation</a>	FL	\$128,346	Executive Director	\$76,000	<b>\$71,594</b>	2024
<a href="#">Genesis Group Vision To Reality Inc</a>	NY	\$128,700	President/ceo	\$92,857	<b>\$81,972</b>	2025
<a href="#">Mckinley Park Development Council</a>	IL	\$100,234	Managing Dir.	\$5,167	<b>\$5,094</b>	2024
<a href="#">Promote Carmel Inc</a>	IN	\$100,190	Officer	\$48,750	<b>\$51,552</b>	2024
<a href="#">Laurel Redevelopment Corporation</a>	DE	\$100,146	Executive Di	\$75,000	<b>\$73,640</b>	2024
<a href="#">Oakland Renaissance Nmtc Inc</a>	CA	\$99,920	President	\$145,905	<b>\$126,339</b>	2024
<a href="#">The Collective Empowerment Group</a>	MD	\$99,445	President	\$10,000	<b>\$9,652</b>	2023
<a href="#">Omro Area Community Center Inc</a>	WI	\$99,281	Executive Director	\$21,713	<b>\$22,739</b>	2024
<a href="#">Shreveport Common Inc</a>	LA	\$96,199	Executive Director	\$60,000	<b>\$68,208</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **81** organizations. Compensation range \$502–\$156,422; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$114,532); for reference, expenses \$155,292 and assets \$-37,962.
ROLE MATCH	Veronica Manley, reported title " <i>Youth and Family Services</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	26 <sup>th</sup>
All sources (D + E + F), adjusted	16 <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 (Veronica Manley) 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 81 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 19<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.