

Toughest Kids Inc

Executive Director / CEO

EIN 475375226

GA · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carrie Chambers, Executive Director / CEO** (\$3,000) against **every comparable organization** that fit the selection criteria — **225** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

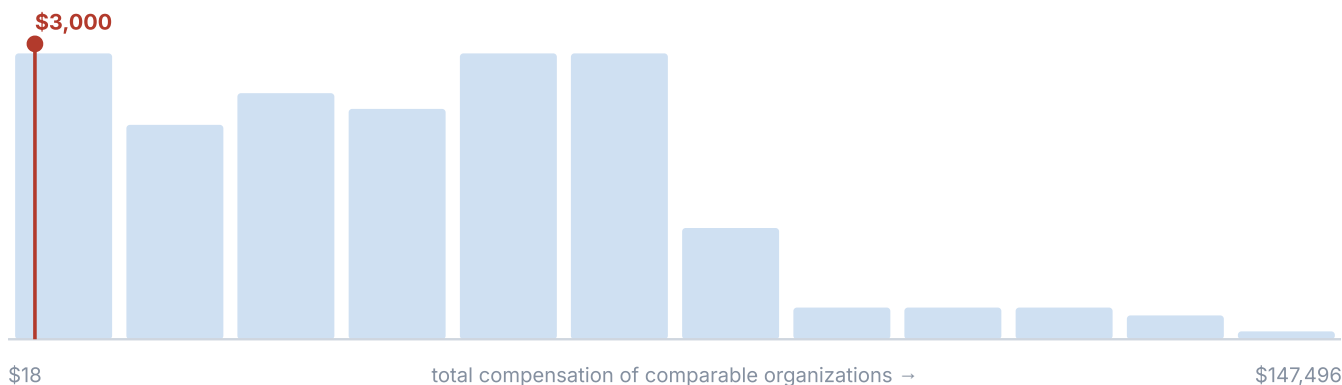
Benchmarked executive: Carrie Chambers — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$106,304 and \$237,996 — 0.67x to 1.50x the subject's \$158,664 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

225 organizations qualified on sector, size, and geography → **225** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,859	\$21,449	\$45,427	\$65,412	\$77,520	\$3,000
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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 GA 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
Hip-hope Inc	IA	\$158,432	Chaplain/bookkeeper	\$1,500	\$1,633	2024
South Central Education Development Inc	WV	\$158,951	President/executive Director	\$90,208	\$97,139	2024
Tilghman Area Youth Association Inc	MD	\$158,317	Executive Dir.	\$26,839	\$24,955	2024
The Play4peace Initiative	MA	\$157,947	President, C	\$45,000	\$40,217	2024
Childrens Books On Wheels	TX	\$159,781	President	\$72,800	\$74,564	2023
Byrd House Behavioral Youth Resource Development Incorporated	GA	\$157,072	Executive Director	\$2,100	\$2,100	2024
Game Changers Leadership And Peer	OH	\$155,990	Executive Di	\$97,800	\$100,365	2025
Inland Circle	CA	\$161,393	Chief Executive Officer	\$26,550	\$22,801	2024
Girls On The Run Orlando Inc	FL	\$155,730	Executive Dir.	\$13,750	\$12,847	2024
Shoreline Sports Foundation	WA	\$161,614	Executive Dir.	\$58,900	\$52,446	2024
Young Women Lead Inc	KY	\$161,844	Executive Director	\$56,583	\$60,459	2024
Girls On The Run Greater Connecticut	CT	\$161,914	Executive Director	\$39,334	\$35,733	2025
Sis Circles Inc	GA	\$162,427	Key Employee	\$63,900	\$63,900	2024
The Academy365 Inc	NJ	\$154,739	Ceo	\$21,496	\$19,088	2024
Helix Illinois Nfp	IL	\$154,307	Executive Dir.	\$30,000	\$29,333	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Laurel Highlands	PA	\$153,517	President/tr	\$5,834	\$5,786	2024
Kidnected World	UT	\$163,909	Coo	\$72,000	\$73,288	2024
Abilities Movement Inc	NY	\$153,057	Executive Director	\$68,840	\$60,272	2025
Child Evangelism Fellowship Of Dauphin County Inc	PA	\$164,829	Ministry Director	\$48,787	\$48,387	2024
Youth Opportunity Foundation Inc	IN	\$151,861	Ceo	\$63,581	\$66,684	2024
The Coleman A Young Jr Educational	MI	\$151,621	Donor Relations Mgr	\$13,900	\$14,691	2023
Girls Rock St Pete Inc	FL	\$165,821	Director	\$68,083	\$63,610	2024
Soul River Inc	OR	\$165,888	President	\$80,040	\$73,924	2024
Hornets Hive	MN	\$165,935	Executive Director	\$15,080	\$15,257	2023
Suburban Balance	MO	\$150,874	President & Ceo	\$62,000	\$65,309	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	225 organizations. Compensation range \$18–\$147,496; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$158,664); for reference, expenses \$155,964 and assets \$154,378.
ROLE MATCH	Carrie Chambers, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	6 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	6 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 (Carrie Chambers) 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 225 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,000 is reasonable (approximately the 6th 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.