

Teens At Work Inc

Executive Director / CEO

EIN 582040743

GA · NTEE P36Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Marvin Bussey, Executive Director / CEO** (\$18,000) against the **2000** closest of **2,072** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Marvin Bussey — 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 (P36Z).
BUDGET	Total revenue between \$122,091 and \$273,339 — 0.67x to 1.50x the subject's \$182,226 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

2,072 organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$10,085	\$23,225	\$41,365	\$61,893	\$80,684	\$18,000
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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
Pettaway Pursuit Foundation	PA	\$182,330	Executive Director/president	\$66,401	\$65,856	2024
Our Lady Of Perpetual Help Inc	MO	\$182,366	Director	\$6,240	\$6,767	2023
Crisis Clinic Of Thurston & Mason	WA	\$182,022	Executive Director	\$66,000	\$60,503	2023
Rise Up 4 Christ Inc	GA	\$182,460	Executive Director	\$13,800	\$13,444	2025
Community Help Center Of Union City Inoh Inc	IN	\$181,926	Manager	\$34,471	\$36,153	2024
St Vincent De Paul Of Baltimore	MD	\$182,540	President & Ceo	\$81,563	\$78,078	2023
The Five Pillars Organization	CA	\$181,873	Executive Dir.	\$19,000	\$16,317	2024
Eighth Muse Inc	LA	\$182,632	Director Of Finance	\$1,196	\$1,310	2024
Ymca Of Dyer County Inc	TN	\$182,690	Ceo	\$22,800	\$23,835	2024
Practical Rep Payee Services Inc	MN	\$182,731	Vice President	\$132,000	\$129,720	2024
Glacial Lakes Multicultural Center Inc	SD	\$182,806	Director	\$1,020	\$1,120	2024
Flagstaff International Relief Effort	AZ	\$181,567	President	\$100,700	\$99,162	2023
Nonprofitconnect Inc	NJ	\$182,966	Executive Director	\$83,703	\$74,326	2024
Hawaii Coalition Against Sexual Assault	HI	\$181,460	Executive Director	\$52,500	\$48,128	2023
Boxes Of Basics	VA	\$181,389	Executive Dir.	\$25,731	\$25,439	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Belay Global Inc	OK	\$181,244	Program Director	\$28,809	\$31,550	2024
Arab Watch Coalition	VA	\$181,168	Co-executive Director	\$134,118	\$132,594	2023
The Ida And Asset Building Collaborative	NC	\$181,131	Executive Director	\$102,018	\$107,933	2023
Kindred Spirits Care Farm	CA	\$183,337	Executive Director	\$10,000	\$8,588	2024
Life Challenge Of Michigan Inc	MI	\$181,043	Executive Director	\$9,000	\$9,239	2024
Son-shine Corner Inc	MN	\$183,452	Executive Director	\$45,751	\$46,288	2023
African American Wellness Center For Children Families	CA	\$180,993	Ceodirector	\$28,464	\$24,445	2024
Adams Wells Crisis Center	IN	\$180,992	Executive Director	\$18,450	\$19,350	2024
Cutliff Grove Family Resource	GA	\$180,982	Executive Di	\$27,069	\$27,069	2024
Open Door Resource Center	OH	\$183,478	Executive Di	\$49,816	\$52,475	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 2000 organizations. Compensation range \$112–\$380,609; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$182,226); for reference, expenses \$174,794 and assets \$424,556.

ROLE MATCH	Marvin Bussey, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	232 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	39 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	20 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	27 th
All sources (D + E + F), adjusted	15 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 (Marvin Bussey) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 20th 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.