

# Goulds Youth Ministries

Executive Director / CEO

EIN 753253665

AR · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Antoinette Burks, Executive Director / CEO** (\$30,890) against **every comparable organization** that fit the selection criteria — **294** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37<sup>th</sup>** percentile of comparable organizations within the typical range

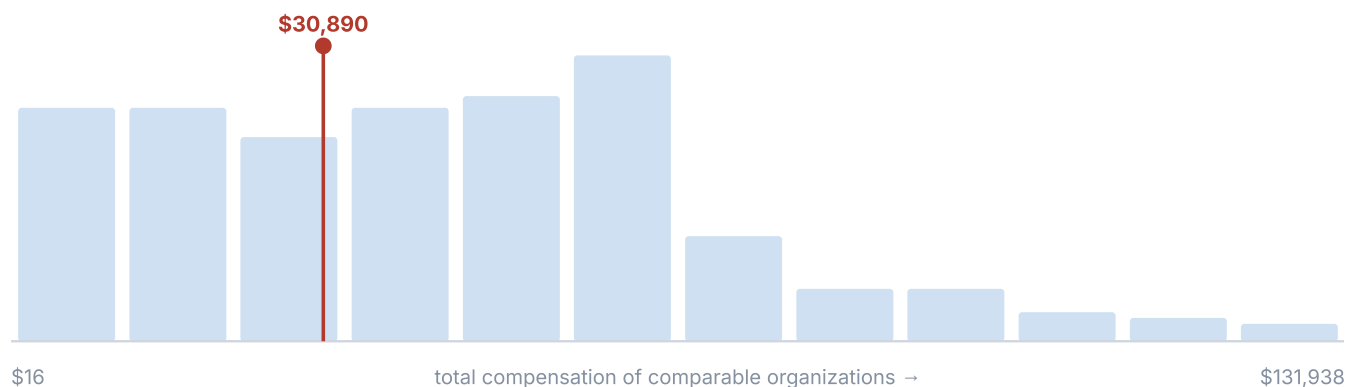
**Benchmarked executive:** Antoinette Burks — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$120,167 and \$269,031 — 0.67x to 1.50x the subject's \$179,354 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**294** organizations qualified on sector, size, and geography → **294** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,873	\$20,794	\$42,613	\$60,153	\$77,112	\$30,890
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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 AR 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="#">Sports Konnect Inc</a>	FL	\$179,372	Ceo	\$37,000	<b>\$30,125</b>	2025
<a href="#">Purpose Of God Annex Outreach Center</a>	NC	\$179,739	Cao	\$31,525	<b>\$28,979</b>	2024
<a href="#">The Mustard Seed Ministry</a>	NC	\$180,068	Treasurer/se	\$5,400	<b>\$4,964</b>	2024
<a href="#">Hangar Youth And Community Center</a>	MI	\$178,593	Executive Director	\$24,615	<b>\$22,603</b>	2024
<a href="#">Boone County Mentoring Partnership Inc</a>	IN	\$178,449	Executive Dir.	\$58,000	<b>\$54,414</b>	2024
<a href="#">Pickaway Helps Dbw Pickaway Works</a>	OH	\$180,333	Co-program Director	\$70,000	<b>\$65,959</b>	2024
<a href="#">Lowell Youth Leadership Program Inc</a>	MA	\$180,593	Vice President	\$6,369	<b>\$5,092</b>	2024
<a href="#">Girls On The Run Of Berks County</a>	PA	\$177,869	Executive Director	\$66,388	<b>\$58,898</b>	2024
<a href="#">Asun Star Community Outreach Program</a>	NJ	\$176,247	President	\$35,000	<b>\$27,801</b>	2024
<a href="#">Latinx In Gaming Nfp</a>	CA	\$182,491	President	\$10,459	<b>\$8,272</b>	2023
<a href="#">Black Brothers-black Sisters Involvement</a>	OH	\$183,388	Ceo	\$25,000	<b>\$23,557</b>	2024
<a href="#">The Reed Community Foundation</a>	OK	\$183,596	Executive Di	\$55,934	<b>\$54,794</b>	2024
<a href="#">Baseball For All Inc</a>	CA	\$174,850	President	\$80,000	<b>\$61,456</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Better Eugene-springfield Transportation</a>	OR	\$184,104	Executive Director	\$53,460	<b>\$44,167</b>	2024
<a href="#">Activediscovery Club</a>	CA	\$174,549	Executive Director	\$60,000	<b>\$46,092</b>	2024
<a href="#">The Dock Ministries</a>	MI	\$184,163	Director	\$54,459	<b>\$50,007</b>	2024
<a href="#">Funducation Inc</a>	FL	\$184,475	Founder/ceo/executive Director	\$93,449	<b>\$78,100</b>	2024
<a href="#">Springfield City Youth Mission</a>	OH	\$184,498	Former Direc	\$36,963	<b>\$34,829</b>	2024
<a href="#">Common Bond Basketball Club</a>	MI	\$184,574	President	\$46,000	<b>\$43,488</b>	2023
<a href="#">Cmj Academy Inc</a>	FL	\$173,966	President	\$63,942	<b>\$52,062</b>	2025
<a href="#">The Ibelieve Foundation</a>	OH	\$173,515	Executive Director	\$60,000	<b>\$58,206</b>	2023
<a href="#">Rise Above</a>	MI	\$173,456	Executive Di	\$72,116	<b>\$64,514</b>	2025
<a href="#">Girls On The Run Of The Flint Hills</a>	KS	\$172,372	Executive Dir.	\$64,900	<b>\$60,768</b>	2025
<a href="#">Wayfinders On The Hudson Corp</a>	NY	\$172,068	President	\$22,200	<b>\$18,374</b>	2023
<a href="#">Joi Community Outreach</a>	TX	\$187,441	Executive Director	\$1,000	<b>\$890</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	294 organizations. Compensation range \$16–\$131,938; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$179,354); for reference, expenses \$180,474 and assets \$14.
ROLE MATCH	Antoinette Burks, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	37 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	38 <sup>th</sup>
All sources (D + E + F), adjusted	37 <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 (Antoinette Burks) 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 294 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,890 is reasonable (approximately the 37<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.