

National Youth Justice Network

Executive Director / CEO

EIN 813221807

DC · NTEE R99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tracey Tucker, Executive Director / CEO** (\$100,321) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

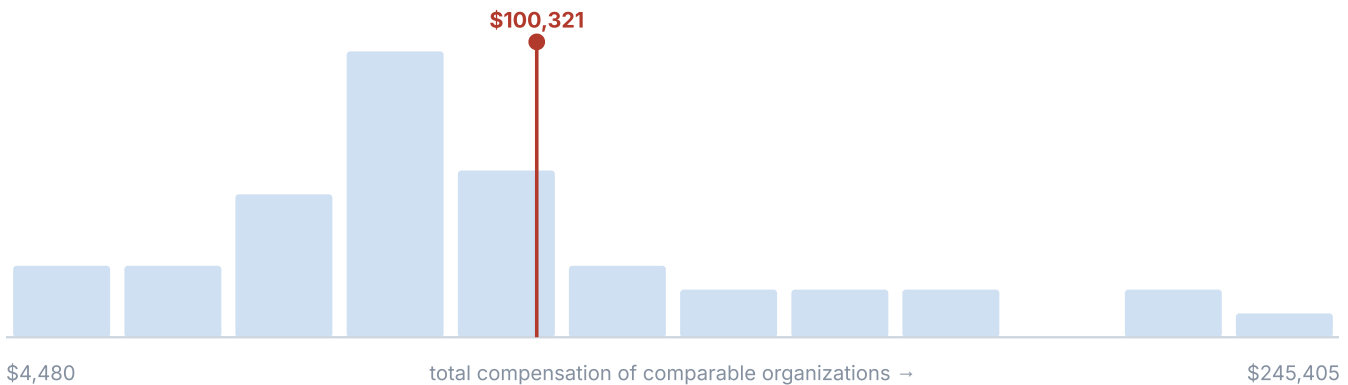
Benchmarked executive: Tracey Tucker — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R99).
BUDGET	Total revenue between \$325,680 and \$729,136 — 0.67x to 1.50x the subject's \$486,091 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R99), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,870	\$61,187	\$81,615	\$117,908	\$169,975	\$100,321
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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 DC 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
Apic Spokane	WA	\$479,376	Executive Director	\$63,051	\$62,483	2024
Immigration Accountability Project	MS	\$475,384	President	\$31,936	\$39,370	2024
Hispanic Contractors Association Of The Carolinas	NC	\$466,738	Executive Director	\$137,297	\$161,663	2023
Casa Of Southeast Mississippi Inc	MS	\$506,199	Executive Director	\$72,500	\$92,016	2023
Trails And Open Space Coalition	CO	\$464,370	Executive Dir.	\$76,296	\$80,977	2024
Nytag Inc	NY	\$509,322	Ed Of Finance	\$123,481	\$123,505	2024
Alice Paul Institute Inc	NJ	\$516,856	Executive Dir.	\$83,077	\$82,102	2024
Central Alabama Fair	AL	\$454,239	Ex. Director	\$68,252	\$81,615	2024
United For Respect	CA	\$524,040	Executive Dir.	\$26,227	\$25,068	2024
Christian Legal Aid Of The District Of	DC	\$441,791	Executive Director	\$84,930	\$82,493	2024
Tulsa Lawyers For Children Inc	OK	\$533,989	Executive Director	\$107,668	\$135,103	2023
Metro Trans Umbrella Group	MO	\$543,031	Executive Director	\$57,868	\$67,841	2024
Save Our Children Of Elyria	OH	\$549,884	Executive Director	\$67,237	\$78,825	2024
Bring Our Troops Home Inc	ID	\$419,583	Director	\$42,616	\$51,661	2023
California Forward Action Fund	CA	\$410,000	President & Ceo (Term 6/14/23)	\$30,482	\$29,995	2023
Silent Majority Foundation	WA	\$562,946	President	\$161,458	\$164,729	2023
The Echo Foundation	NC	\$401,989	President	\$191,000	\$224,897	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Goodman Institute For Public Policy	TX	\$570,347	President	\$60,000	\$66,433	2024
University Network For International	CT	\$586,299	President	\$12,960	\$13,450	2024
Opportunities For All Floridians Inc	FL	\$385,701	Officer	\$80,850	\$86,552	2023
Election Reformers Network Inc	MD	\$383,901	Executive Director	\$160,775	\$171,287	2023
Hands Of Hope Resource Center Inc	MN	\$589,684	Executive Director	\$79,990	\$87,486	2024
Pride In The Pews Nfp Inc	IL	\$590,711	Ceo	\$82,500	\$89,775	2024
Lead Filipino	CA	\$377,114	Executive Dir.	\$50,452	\$48,222	2024
First Shift Justice Project	DC	\$597,141	Executive Director	\$80,000	\$80,000	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	43 organizations. Compensation range \$4,480–\$245,405; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$486,091); for reference, expenses \$610,523 and assets \$457,192.
ROLE MATCH	Tracey Tucker, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	72 nd
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	65 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 (Tracey Tucker) 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 43 similarly situated organizations (Same NTEE sector (R99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,321 is reasonable (approximately the 72nd 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.