

Theos Village The Tbck Foundation

Executive Director / CEO

EIN 833095299

PA · NTEE G99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Stusick, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

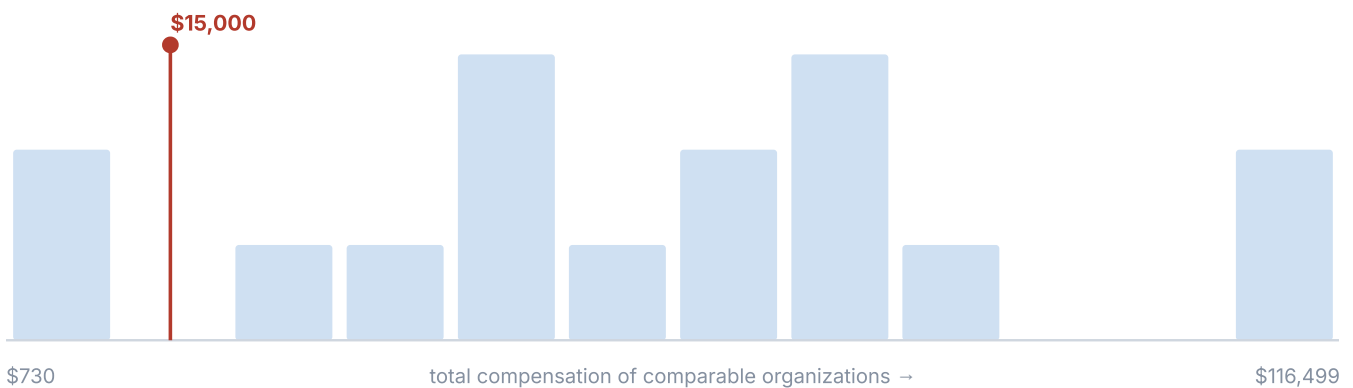
Benchmarked executive: Nicole Stusick — reported title “President Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G99).
BUDGET	Total revenue between \$179,970 and \$402,918 — 0.67x to 1.50x the subject's \$268,612 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G99), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,782	\$39,759	\$58,286	\$74,488	\$95,590	\$15,000
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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
Lymphangiomatosis & Gorhams Disease Alliance Inc	FL	\$271,042	Executive Director	\$35,930	\$32,876	2024
Reaction Resources Inc	FL	\$259,710	Ceo	\$47,649	\$43,599	2024
Resilient Sisterhood Project Inc	MA	\$259,170	Executive Director	\$124,243	\$108,744	2024
American Chronic Pain Association	KS	\$256,999	Ceo	\$63,333	\$68,611	2023
Texas Interventional Endoscopy Group	TX	\$237,190	Director	\$750	\$730	2024
Bleeding Disorders Of Kentucky Inc	KY	\$237,150	Executive Di	\$63,000	\$65,926	2024
Ok You Inc	OR	\$233,380	Executive Director	\$71,850	\$64,990	2024
T Leroy Jefferson Medical Society Inc	FL	\$321,799	Executive Director	\$90,093	\$82,435	2024
The Fibrous Dysplasia Foundation	MD	\$322,942	Executive Di	\$82,142	\$74,798	2024
International Association Of	CA	\$211,790	Executive Director	\$50,000	\$42,053	2024
Power Access Inc	FL	\$339,295	Executive Director	\$49,070	\$43,742	2025
International Society For Molecular	FL	\$197,204	President	\$10,000	\$9,150	2024
Gwendolyn's Gifts	MO	\$188,236	Executive Director	\$50,000	\$51,582	2024
Family Dental Care	UT	\$357,530	President/treasurer	\$27,684	\$28,413	2023
Addys Colors Inc	VA	\$364,690	Ceo, Therapist	\$79,094	\$74,384	2024
Chronic Illness Recovery	TX	\$391,561	President	\$119,571	\$116,499	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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.

● Sample, role match & sensitivity

PEER COUNT	16 organizations. Compensation range \$730–\$116,499; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$268,612); for reference, expenses \$155,456 and assets \$570,135. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nicole Stusick, reported title " <i>President Secretary</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	13 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	13 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 (Nicole Stusick) 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 16 similarly situated organizations (Same NTEE sector (G99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 13th 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.