

Visionary Youth

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kwabena Mensah, Executive Director / CEO** (\$35,843) against **every comparable organization** that fit the selection criteria — **180** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

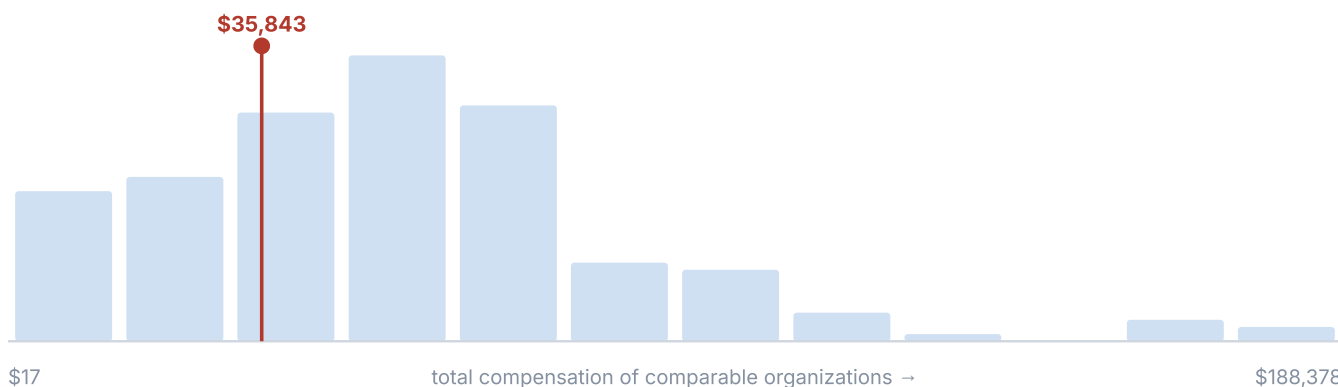
Benchmarked executive: Kwabena Mensah — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

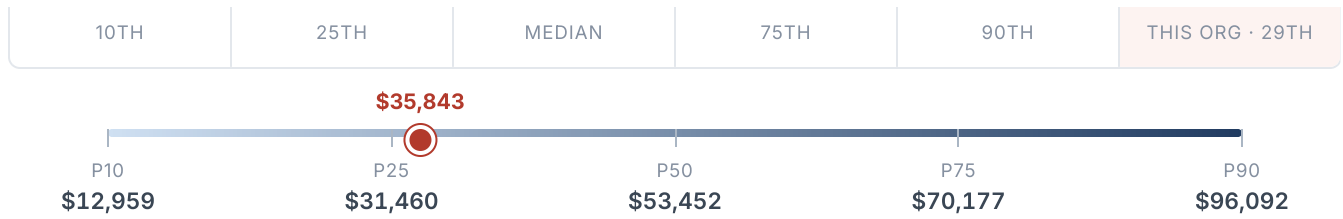
SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$181,070 and \$405,382 — 0.67x to 1.50x the subject's \$270,255 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

180 organizations qualified on sector, size, and geography → **180** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,959	\$31,460	\$53,452	\$70,177	\$96,092	\$35,843
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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 NE 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
Norfolk Casa Inc	VA	\$270,836	Executive Of	\$76,000	\$66,468	2025
Paulding Pregnancy Services Inc	GA	\$269,513	Director	\$31,425	\$29,378	2024
Wetzel-tyler Child Advocacy Center	WV	\$268,458	Executive Director	\$49,759	\$50,091	2024
Whistle Stop Supervised Child Visitation	LA	\$272,097	Executive Director	\$63,074	\$66,481	2023
A Bed 4 Me Foundation Inc	FL	\$268,409	Executive Director	\$44,750	\$40,241	2023
Camp Possibilities Foundation	MD	\$268,393	Executive Director	\$58,393	\$50,757	2024
The Court & Child Advocacy Group Inc	IN	\$267,472	Director	\$76,792	\$77,517	2023
Tecumseh Tomorrows Inc	NE	\$265,257	Secretary	\$24,485	\$25,208	2023
Twenty-one Senses Inc Nfp	IL	\$275,255	Coo	\$48,800	\$45,923	2023
Stark Community Support Network	OH	\$275,381	Executive Director	\$65,000	\$64,009	2024
Project Angel Hugs	WI	\$275,446	Executive Di	\$64,145	\$62,285	2024
Tire Swing Collective Inc	GA	\$263,850	Executive Director / Board Member	\$84,000	\$78,527	2024
Lowndes Valdosta Commission For Children & Youth Inc	GA	\$263,393	Executive Director	\$24,000	\$23,099	2023
Caleb Micah Ministries	TX	\$263,270	President	\$108,200	\$100,630	2024
Rising Leaders Inc	OH	\$277,783	Executive Director	\$67,848	\$68,787	2023
Metro Youth Sports Inc	IN	\$262,683	President	\$9,000	\$8,597	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Beautiful Feet Global Outreach Inc	TN	\$262,520	Executive Director	\$45,990	\$46,273	2023
Esthers Heart For Transformation Ministry Inc	NC	\$262,235	Executive Director	\$39,250	\$37,707	2024
The Hearth	OR	\$279,191	Executive Dir.	\$78,000	\$69,336	2023
Soaring As Eagles Outreach Ministry	NC	\$280,536	Executive Director	\$41,600	\$41,145	2023
Advocates For Illinois Children	IL	\$281,076	President	\$183,365	\$167,606	2024
Korean Kids And Orphanage Outreach	MI	\$282,150	Chief Admini	\$46,400	\$44,528	2024
Jacob's Bridge To Learning Inc	OK	\$258,264	Founder / Director	\$21,000	\$21,499	2024
Choose Mental Health	UT	\$282,867	President	\$116,283	\$110,652	2024
Child Welfare Citizens Board Of Ok	OK	\$257,089	Executive Director	\$62,000	\$63,475	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 180 organizations. Compensation range \$17–\$188,378; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$270,255); for reference, expenses \$224,045 and assets \$454,660.

ROLE MATCH Kwabena Mensah, reported title "*EXECUTIVE DIRECTOR*", 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 6 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	29 th
Total compensation (D + F), as reported (no adjustments)	27 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	29 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 (Kwabena Mensah) 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 180 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,843 is reasonable (approximately the 29th 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.