

Muskogee Bridges Out Of Poverty Inc

Executive Director / CEO

EIN 842575716
 OK · NTEE P21
 FY ending 2025-06-30
 June 13, 2026

This analysis benchmarks the total compensation of **Treasure Mckenzie, Executive Director / CEO** (\$90,121) against the **2000** closest of **3,864** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: Treasure Mckenzie — reported title "DIRECTOR", 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 (P21).

BUDGET Total revenue between \$305,233 and \$683,358 — 0.67x to 1.50x the subject's \$455,572 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

3,864 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$17,357	\$37,602	\$56,730	\$76,172	\$98,011	\$90,121
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 86TH
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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 OK 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
Rccc Inc	TX	\$455,450	Executive Di	\$96,709	\$90,179	2024
Rice Arlington Sr Supportive Hsg	MN	\$455,762	President/tr	\$65,715	\$62,318	2023
Rosa Es Rojo Inc	TX	\$455,811	Founder	\$62,640	\$60,136	2023
Organization For The Development Of The Indigenous Maya - Odim	TX	\$455,286	Executive Director	\$35,548	\$33,148	2024
Islip School Age Child Care Corp	NY	\$455,271	Program Director	\$85,563	\$70,216	2025
Lehigh Valley Families Together Inc	PA	\$455,260	Ceo And Board Secretary	\$79,181	\$73,607	2024
Pro-life Union Of Greater Philadelphia	PA	\$455,890	Chief Development Of	\$122,000	\$113,412	2024
Wayfaring Band Inc	CO	\$455,251	Executive Director	\$89,786	\$80,255	2024
Departamento De La Comida De Puerto Rico Inc	PR	\$455,921	Board Member	\$39,319	\$40,359	2024
Gateway Of Grace	TX	\$455,143	Executive Director And Founder	\$89,000	\$85,441	2023
St Paul Outreach Inc	IL	\$456,021	Center Director	\$60,298	\$55,259	2024
Marion County Veterans Helping Veterans Inc	FL	\$455,118	President	\$19,240	\$16,849	2024
Bay Area Womens And Childrens Center	CA	\$456,204	Executive Dir.	\$162,500	\$130,802	2024
New Jersey Together Inc	NJ	\$456,325	Executive Director	\$108,989	\$90,711	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Early Childhood Network	CO	\$454,692	Executive Di	\$97,403	\$87,063	2024
Startup Colorado	CO	\$456,575	Executive Director	\$31,032	\$28,557	2023
Foundation For Essential Needs	MN	\$456,604	Executive Director	\$91,843	\$84,597	2024
Golden Age Council Inc	CO	\$456,624	Executive Director	\$17,275	\$15,897	2023
Bering Sea Womans Group	AK	\$456,624	Executive Director	\$102,116	\$93,695	2023
Franklin County Senior Citizens	AR	\$456,639	Executive Director	\$33,636	\$35,244	2024
Wilf Transport Inc	NJ	\$454,500	President	\$57,000	\$47,440	2024
Micronesia Climate Change Alliance Inc	GU	\$456,651	Director Of Administrative Affairs	\$28,000	\$29,590	2023
The Deland Receiving Home Inc	WI	\$454,463	Treasurer	\$23,310	\$22,693	2024
Ruth's Refuge Inc	NY	\$456,741	Executive Director	\$45,411	\$39,381	2023
North Georgia Programs And Services	GA	\$456,747	Ceo	\$54,721	\$52,805	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK cost of living and 2025 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 OK 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 \$241–\$515,243; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$455,572); for reference, expenses \$463,281 and assets \$86,899.

ROLE MATCH	Treasure Mckenzie, reported title " <i>DIRECTOR</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.
RELATED-ORG PAY	136 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	52 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	86 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	88 th
All sources (D + E + F), adjusted	81 st

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 (Treasure Mckenzie) 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 13, 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 \$90,121 is reasonable (approximately the 86th 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 13, 2026.