

Daft Youth Services Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Tanika Mccullough, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

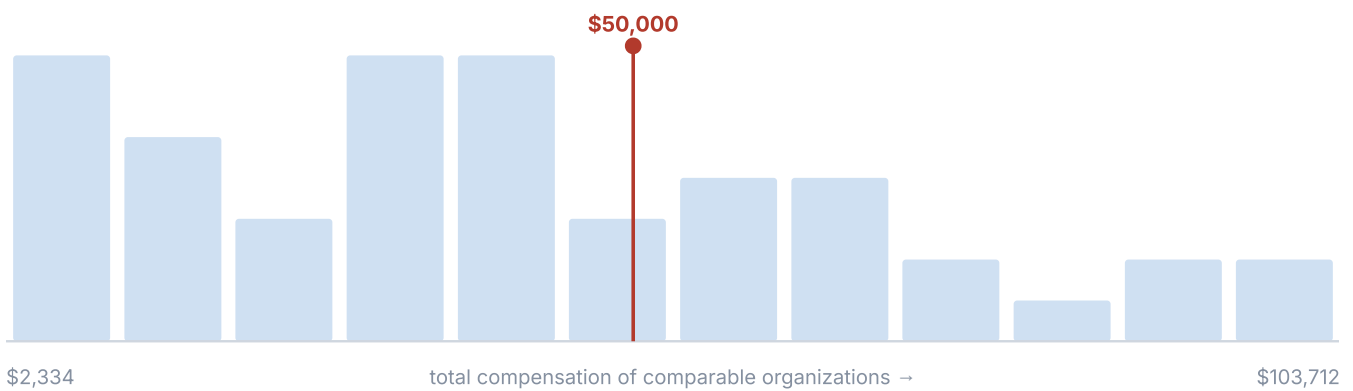
Benchmarked executive: Tanika Mccullough — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$92,797 and \$207,756 — 0.67x to 1.50x the subject's \$138,504 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

47 organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,222	\$20,357	\$37,824	\$58,677	\$77,759	\$50,000
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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 NY 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
Go Team Foundation	CA	\$139,450	President	\$60,000	\$57,336	2024
The Will To Live Foundation Inc	GA	\$146,104	Treas/secretary	\$13,500	\$15,022	2024
Three Rivers Respite	SC	\$128,093	Director	\$15,000	\$17,318	2024
At Risk Children Foundation Inc	FL	\$128,000	Field Officer Sup	\$7,000	\$7,492	2023
Life Saver Ministries Inc	NY	\$152,152	Executive Di	\$31,499	\$32,429	2023
Barstow Acres Children's Center Inc	MD	\$123,306	Executive Director	\$2,316	\$2,334	2025
Dove Uganda Children's Fund	WA	\$157,535	Exec Director	\$10,000	\$10,200	2023
Childrens Humanitarian Services	WA	\$113,611	President	\$5,304	\$5,633	2022
Interagency Support Council Of Eastern Williamson County	TX	\$163,630	Executive Director	\$33,080	\$36,619	2024
Ojisda Sustainable Indigenous Futures	NY	\$112,965	Founder & Executive Director	\$52,373	\$52,373	2024
Harbor58 Ministries Inc	FL	\$164,688	Executive Di	\$28,286	\$28,649	2025
Empower Youth	OH	\$165,479	Executive Director	\$39,513	\$46,314	2024
Casa Ramona Inc	CA	\$111,506	Executive Director	\$73,174	\$69,925	2024
Silence Of Mary Home	PA	\$166,323	Executive Director-N/v	\$40,950	\$44,027	2025
Girls Inc Foundation	TX	\$109,250	Ceo	\$14,570	\$16,129	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Childrens Lifeline International Inc	CO	\$108,936	President	\$50,000	\$54,625	2023
Hope Center Of Leroy Inc	NY	\$107,728	Development Director	\$26,180	\$26,953	2023
Hba Charitable Foundation	OK	\$107,625	Secretary	\$30,300	\$38,013	2023
Sam Cac Inc	NC	\$169,969	President/director	\$81,500	\$93,192	2024
Crown Heights Youth Collective Inc	NY	\$170,871	Chief Executive Officer	\$73,720	\$75,897	2023
My Brothers Keeper Inc	WI	\$104,417	President Founder Mentor	\$85,512	\$96,283	2025
134 Collaborative	RI	\$174,661	Executive Director	\$57,365	\$62,670	2023
Tennessee Children's Home	TN	\$174,701	President	\$26,282	\$31,475	2023
Boxes Of Basics	VA	\$181,389	Executive Dir.	\$25,731	\$28,306	2023
At The Well Conferences Inc	NJ	\$95,406	Executive Director	\$23,000	\$23,396	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	47 organizations. Compensation range \$2,334–\$103,712; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$138,504); for reference, expenses \$143,791 and assets \$6,303.
ROLE MATCH	Tanika Mccullough, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	64 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	57 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 (Tanika Mccullough) 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 47 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 64th 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.