

Scholastic Talent Showcase Inc

Executive Director / CEO

EIN 843910903

NY · NTEE O12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dwayne Bass, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **734** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

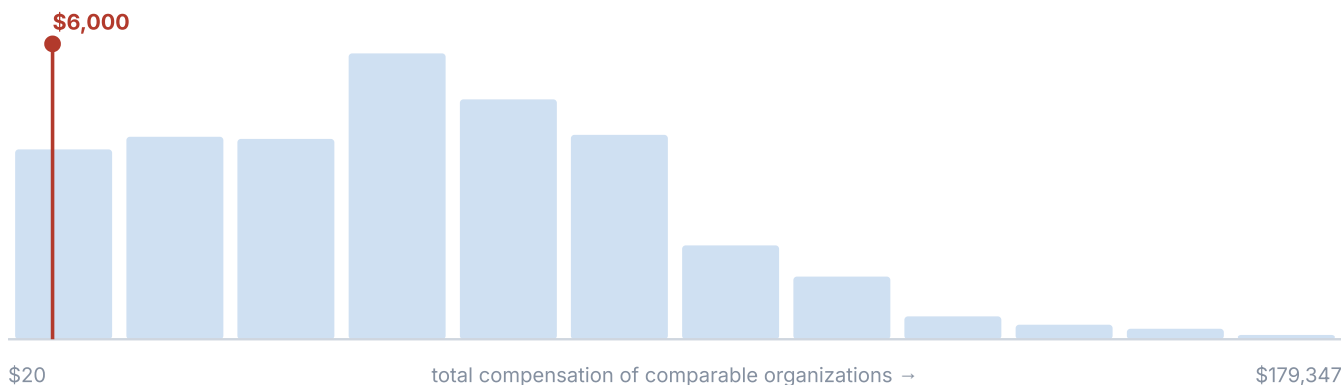
Benchmarked executive: Dwayne Bass — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O12).
BUDGET	Total revenue between \$155,395 and \$347,901 — 0.67x to 1.50x the subject's \$231,934 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

734 organizations qualified on sector, size, and geography → **734** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,241	\$29,514	\$54,837	\$76,022	\$98,026	\$6,000
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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
Joyful Child Foundation-in Memory Of Samantha Runion	CA	\$231,819	Executive Director	\$47,640	\$46,869	2023
Kingdom Homestead	MI	\$231,794	Executive Di	\$52,000	\$59,397	2024
The Harold Hunter Foundation	NY	\$232,106	Executive Director	\$51,711	\$51,711	2024
Horseman's Mission Inc	OH	\$232,248	Administrator	\$4,000	\$4,688	2024
Most Valuable Parents Of Buffalo Inc	NY	\$231,479	Executive Director	\$67,183	\$69,167	2023
Blooming Prairie Youth Club	MN	\$231,256	Club Coordinator	\$37,100	\$40,569	2024
Counterpunch Academy	MI	\$232,659	Executive Di	\$52,980	\$60,516	2024
The Partner Alliance For Safer Schools	IA	\$232,727	Chair	\$27,000	\$32,716	2024
Center For Restorative Practice	CA	\$232,767	Executive Director	\$98,098	\$96,511	2023
Jewish Big Brother & Big Sister	MA	\$232,826	Ex-officio	\$14,028	\$14,362	2023
Child And Family Resource Foundation	SC	\$230,904	Ceo	\$35,170	\$40,604	2024
Chester Upland Youth Soccer	PA	\$230,783	Executive Director	\$48,125	\$53,110	2024
The Deerwood Foundation Inc	MD	\$233,093	Executive Di	\$16,500	\$17,071	2024
Seal Team Ministries Inc	GA	\$230,727	Executive Director	\$122,293	\$136,078	2024
Pensacola's Promise Inc	FL	\$233,241	Executive Di	\$75,000	\$77,971	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sing Me A Story Foundation	MN	\$230,556	Executive Director	\$70,000	\$76,545	2024
Lindenhurst Youth Services Board Inc	NY	\$233,314	Director	\$42,760	\$42,760	2024
Giving Us Leadership An Focus	TX	\$233,338	President	\$4,860	\$5,380	2024
Bowling Green Area Chamber Foundation Inc	KY	\$233,338	President & Ceo	\$4,270	\$5,077	2024
Haven On The Rock	WY	\$230,495	Executive Director	\$30,000	\$35,551	2024
Dj Henry Dream Fund Inc	MA	\$233,392	Vice Chair	\$78,972	\$80,854	2023
Diamond In The Rough Youth Development Program Inc	GA	\$233,615	President	\$43,204	\$46,834	2025
Aspire Movement Inc	AL	\$229,983	Executive Di	\$91,250	\$109,094	2024
Buffalo Cove Outdoor Education Center Inc	NC	\$229,976	Executive Director	\$63,462	\$72,567	2024
The Kansas Youth Empowerment Academy Incorporated	KS	\$233,894	Executive Director	\$25,690	\$30,714	2024

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 **734** organizations. Compensation range \$20–\$179,347; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$231,934); for reference, expenses \$237,286 and assets \$44,529.

ROLE MATCH	Dwayne Bass, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	5 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 (Dwayne Bass) 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 734 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 5th 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.