

# Roots Teen Center Inc

Executive Director / CEO

EIN 844994881

MA · NTEE O50

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lindsey Bush, Executive Director / CEO** (\$31,441) against **every comparable organization** that fit the selection criteria — **488** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

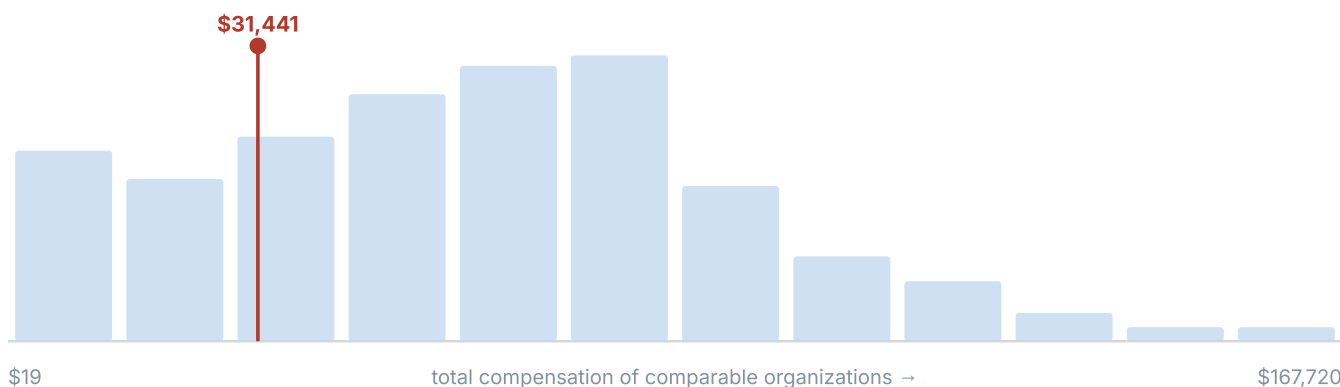
**Benchmarked executive:** Lindsey Bush — reported title “EXECUTIVE DIRECTOR [THRU 7/22]”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$175,775 and \$393,528 — 0.67x to 1.50x the subject's \$262,352 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**488** organizations qualified on sector, size, and geography → **488** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,284	\$32,831	\$58,107	\$80,035	\$103,602	<b>\$31,441</b>
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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 MA 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
<a href="#">Allegheny Youth Development</a>	PA	\$262,279	Executive Director	\$40,687	<b>\$43,857</b>	2024
<a href="#">North Georgia Soccer Academy Inc</a>	GA	\$262,026	President	\$76,000	<b>\$82,599</b>	2024
<a href="#">Young Urban Christians &amp; Artists Inc</a>	NY	\$262,956	Executive Director	\$75,000	<b>\$75,418</b>	2023
<a href="#">Pathway 2 Success Inc</a>	FL	\$261,629	President	\$110,222	<b>\$115,227</b>	2023
<a href="#">Lights Camera Discover</a>	AZ	\$263,314	Executive Di	\$10,726	<b>\$11,479</b>	2023
<a href="#">Girls On The Run Memphis</a>	TN	\$263,476	Executive Dir.	\$62,843	<b>\$69,560</b>	2025
<a href="#">New Creative Solutions Youth</a>	KY	\$263,731	Executive Di	\$59,003	<b>\$70,543</b>	2023
<a href="#">Worthy Beyond Purpose Inc</a>	CA	\$263,745	Executive Director	\$61,007	<b>\$56,941</b>	2024
<a href="#">Youth World Education Project Inc</a>	AZ	\$260,580	Chairman Of The Brd Of Dir	\$77,903	<b>\$80,982</b>	2024
<a href="#">Be Smooth Inc</a>	CA	\$264,506	Executive Dir.	\$106,314	<b>\$102,160</b>	2023
<a href="#">Pico Youth &amp; Family Center</a>	CA	\$259,755	Executive Director	\$20,000	<b>\$18,667</b>	2024
<a href="#">Inner City Youth And Family Services Inc</a>	NY	\$265,000	Ceo	\$71,106	<b>\$74,434</b>	2022
<a href="#">Memphis 13 Foundation</a>	TN	\$259,279	Exec Director	\$25,150	<b>\$29,419</b>	2023
<a href="#">Turning Point Inc</a>	GA	\$265,638	Secretary	\$19,050	<b>\$20,703</b>	2024
<a href="#">The Undefeated Foundation Inc</a>	CA	\$259,000	Director	\$50,000	<b>\$48,046</b>	2023
<a href="#">Movie Institute</a>	TX	\$258,885	Coo	\$55,715	<b>\$60,241</b>	2024
<a href="#">Camp Riva-lake Inc</a>	CA	\$258,373	Camp Director	\$25,000	<b>\$24,023</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Teens To Trails</a>	ME	\$258,322	Executive Director	\$64,059	<b>\$69,334</b>	2024
<a href="#">Rockteen Youth Foundation</a>	TX	\$266,614	C.o.o.	\$50,000	<b>\$57,940</b>	2022
<a href="#">Farmingdale Soccer Club Inc</a>	NY	\$266,920	1st Vice President	\$61,480	<b>\$60,049</b>	2024
<a href="#">Team Takeover Inc</a>	MD	\$257,750	President	\$14,073	<b>\$14,641</b>	2023
<a href="#">Creative Academy</a>	GA	\$257,500	Executive Director	\$15,000	<b>\$16,303</b>	2024
<a href="#">Under The Lights Flag Football Foundation Inc</a>	FL	\$267,380	President	\$24,320	<b>\$25,424</b>	2023
<a href="#">Advantage Lancaster</a>	PA	\$256,885	Executive Director	\$29,080	<b>\$32,271</b>	2023
<a href="#">Independent Order Of Oddfellows</a>	NC	\$268,213	Exec Director	\$15,000	<b>\$16,753</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 488 organizations. Compensation range \$19–\$167,720; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$262,352); for reference, expenses \$154,373 and assets \$427,431. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Lindsey Bush, reported title "*EXECUTIVE DIRECTOR [THRU 7/22]*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	25 <sup>th</sup>
All sources (D + E + F), adjusted	24 <sup>th</sup>

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 (Lindsey Bush) 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 488 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,441 is reasonable (approximately the 24<sup>th</sup> 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.