

# Compassion Connection

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Steve Youngren, Executive Director / CEO** (\$79,500) against **every comparable organization** that fit the selection criteria — **136** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

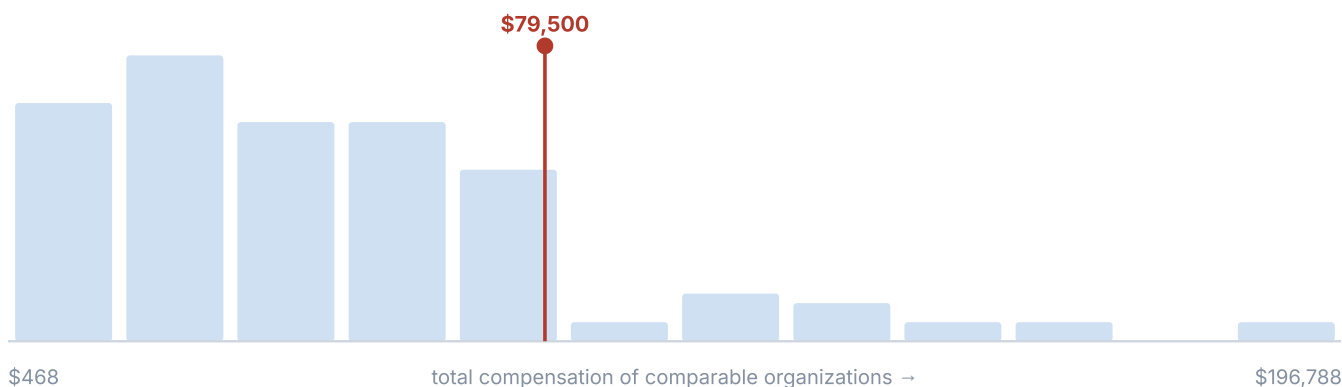
**Benchmarked executive:** Steve Youngren — reported title “CEO/PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q33).
BUDGET	Total revenue between \$124,053 and \$277,732 — 0.67x to 1.50x the subject's \$185,155 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

**136** organizations qualified on sector, size, and geography → **136** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,006	\$23,970	\$43,306	\$67,176	\$101,476	\$79,500
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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 CA 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="#">Womens And Children's Advocacy Cent</a>	OR	\$185,789	Executive Di	\$52,699	<b>\$55,215</b>	2025
<a href="#">Breaking The Chain</a>	NJ	\$184,311	President & Ceo	\$29,621	<b>\$31,532</b>	2023
<a href="#">Canopy International Inc</a>	TX	\$186,073	President And Director	\$121,764	<b>\$141,056</b>	2024
<a href="#">Love Never Fails International Inc</a>	NJ	\$181,672	Founder & Executive Director	\$44,615	<b>\$47,494</b>	2023
<a href="#">Aidak</a>	MD	\$181,092	Board Member	\$2,678	<b>\$2,899</b>	2024
<a href="#">Haiti H2o</a>	PA	\$189,785	Executive Director	\$25,000	<b>\$28,872</b>	2024
<a href="#">African Outreach Ministries</a>	IL	\$180,019	Director	\$22,680	<b>\$25,822</b>	2024
<a href="#">Head First Development</a>	UT	\$179,547	Exec. Vp, Op	\$86,278	<b>\$105,282</b>	2023
<a href="#">Romanian Children's Relief Inc</a>	FL	\$191,256	Executive Director	\$24,800	<b>\$26,980</b>	2024
<a href="#">Ten Thousand Villages-richmond Va Inc</a>	VA	\$191,403	Exec Dir Store Mgr	\$53,000	<b>\$59,263</b>	2024
<a href="#">Engineers Without Borders-International</a>	CO	\$192,242	Executive Director	\$60,000	<b>\$68,595</b>	2023
<a href="#">Friends Of Sharing The Dream In Guatemala</a>	SD	\$177,689	Executive Director	\$43,100	<b>\$55,086</b>	2024
<a href="#">To Cry For Grace Inc</a>	TN	\$193,465	President	\$4,800	<b>\$6,016</b>	2023
<a href="#">Haiti Medical Mission Of Wisconsin Inc</a>	WI	\$194,257	Executive Director	\$49,453	<b>\$61,578</b>	2023
<a href="#">Rural Gospel &amp; Medical Missions Of</a>	KS	\$195,082	President	\$54,800	<b>\$68,561</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Go Inc</a>	OR	\$195,842	Director Of Operations	\$23,367	<b>\$25,130</b>	2024
<a href="#">Faith Revealed</a>	ND	\$196,152	Director	\$30,000	<b>\$38,126</b>	2024
<a href="#">Vamos Adelante Foundation</a>	IL	\$196,271	President	\$97,494	<b>\$110,999</b>	2024
<a href="#">Children In The Son Inc</a>	NC	\$198,676	Board Member And Director	\$39,319	<b>\$47,049</b>	2024
<a href="#">Raising Hope Inc</a>	PA	\$171,014	President	\$21,140	<b>\$24,414</b>	2024
<a href="#">Asian Concerns International Inc</a>	NY	\$200,713	Lal	\$22,819	<b>\$23,879</b>	2024
<a href="#">Apostolate Of Our Lady Of Hope</a>	CO	\$201,318	President	\$24,000	<b>\$27,438</b>	2023
<a href="#">Hope For The World India Inc</a>	GA	\$202,215	President	\$41,600	<b>\$48,440</b>	2024
<a href="#">Go Near Ministry</a>	AR	\$202,433	Executive Di	\$27,092	<b>\$36,308</b>	2023
<a href="#">Global Effect Ministries</a>	CA	\$203,401	President	\$17,499	<b>\$17,499</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	<b>136</b> organizations. Compensation range \$468–\$196,788; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$185,155); for reference, expenses \$224,927 and assets \$387,128.
ROLE MATCH	Steve Youngren, reported title " <i>CEO/PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Steve Youngren) 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 136 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,500 is reasonable (approximately the 85<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.