

The Yakima Youth Golf Organization

Executive Director / CEO

EIN 205416294
 WA · NTEE N6A0
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Mollie Thola, Executive Director / CEO** (\$58,000) against **every comparable organization** that fit the selection criteria — **30** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

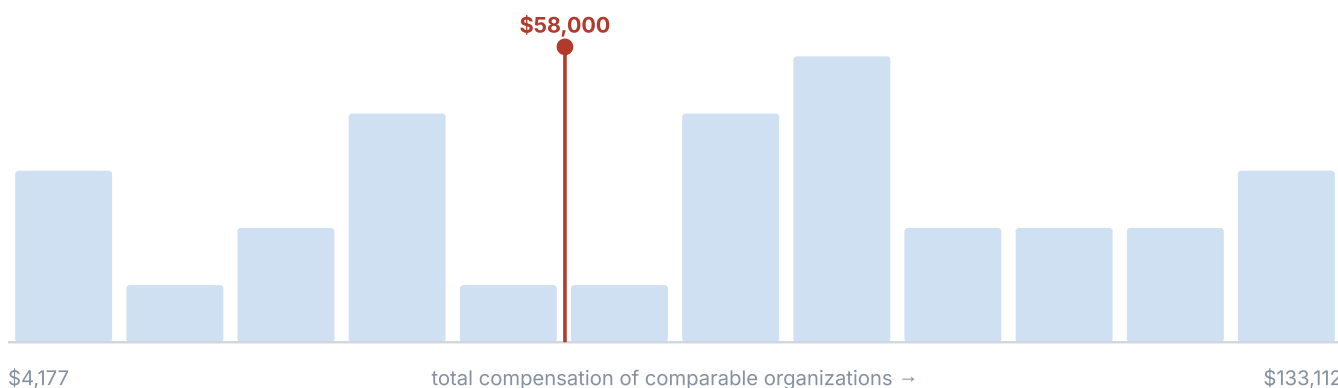
Benchmarked executive: Mollie Thola — reported title “PROGRAM DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N6A0).
- BUDGET** Total revenue between \$249,759 and \$559,162 — 0.67x to 1.50x the subject's \$372,775 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N6A), nationwide + budget 0.67–1.5x revenue.

30 organizations qualified on sector, size, and geography → **30** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,411	\$39,865	\$58,000	\$77,248	\$96,773	\$118,236	\$133,112
----------	----------	----------	----------	----------	-----------	-----------



■ 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 WA 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
North County Junior Golf Association	CA	\$376,676	President	\$42,000	\$40,508	2024
Tip Of The Mitt Junior Golf Association	MI	\$385,067	Executive Director	\$92,643	\$106,805	2024
Cityswing Foundation Inc	DC	\$385,469	Chief Programs And Ops Officer	\$100,832	\$98,830	2024
Morton Golf Foundation	CA	\$387,297	Executive Director	\$25,966	\$25,783	2023
Aiken Junior Golf Foundation	SC	\$351,994	Exec. Director	\$65,727	\$76,587	2024
Fresno Youth Golf Association Inc	CA	\$395,609	Executive Dir.	\$84,000	\$81,016	2024
Westfield Golf Club Inc	MN	\$402,215	Trustee	\$4,394	\$4,993	2023
A Better Shot Foundation Inc	FL	\$338,260	Secretary	\$5,000	\$5,402	2023
The First Tee Of Benton Harbor Inc	MI	\$324,207	Executive Director	\$97,200	\$112,059	2024
Watson Links Mentors Foundation	KS	\$423,064	Executive Director	\$107,650	\$129,898	2024
Glendive Municipal Golf Course	MT	\$425,804	Manager	\$66,335	\$82,225	2023
Operation Game On	CA	\$318,804	President & Ceo	\$82,800	\$79,859	2024
Okanogan Valley Golf Club	WA	\$430,009	Manageer	\$39,650	\$39,650	2024
Youth Development Corp Of Sw Ohio	OH	\$439,977	Ceo	\$98,850	\$116,940	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
East Bay Golf Foundation	CA	\$298,522	Executive Director	\$64,899	\$64,442	2023
The Touchstone Golf Foundation	CA	\$297,465	Treasurer/executive Direct	\$20,587	\$19,856	2024
Kids Golf Foundation Of Illinois	IL	\$296,524	Fund Manager	\$73,658	\$83,272	2023
Usa Golf Federation Inc	FL	\$275,000	Executive Director	\$40,083	\$43,300	2023
San Joaquin Junior Golf Foundation	CA	\$274,698	Executive Director	\$37,500	\$37,236	2023
Youth Golf Of Howard County Inc	MD	\$272,092	Executive Director	\$4,000	\$4,177	2024
Bluegrass Golf Foundation Inc	KY	\$268,992	Executive Director	\$55,849	\$68,999	2023
Haskins Foundation Inc	GA	\$261,222	Executive Director	\$96,245	\$108,089	2024
Golden Isles Leadership	GA	\$486,270	Executive Di	\$63,500	\$71,314	2024
Indian River Golf Foundation Inc	FL	\$259,120	President	\$46,000	\$48,267	2024
Scott Robertson Memorial Junior Golf	VA	\$256,195	Executive Director	\$70,168	\$77,908	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 **30** organizations. Compensation range \$4,177–\$133,112; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$372,775); for reference, expenses \$382,455 and assets \$401,447.
ROLE MATCH	Mollie Thola, reported title " <i>PROGRAM 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	1 peer 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	37 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	33 rd

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 (Mollie Thola) 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 30 similarly situated organizations (Same NTEE sector (N6A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,000 is reasonable (approximately the 37th 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.