

# Youth Outright Wnc Inc

Executive Director / CEO

EIN 205675764  
 NC · NTEE R012  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Emma Anderson, Executive Director / CEO** (\$58,293) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (R012).

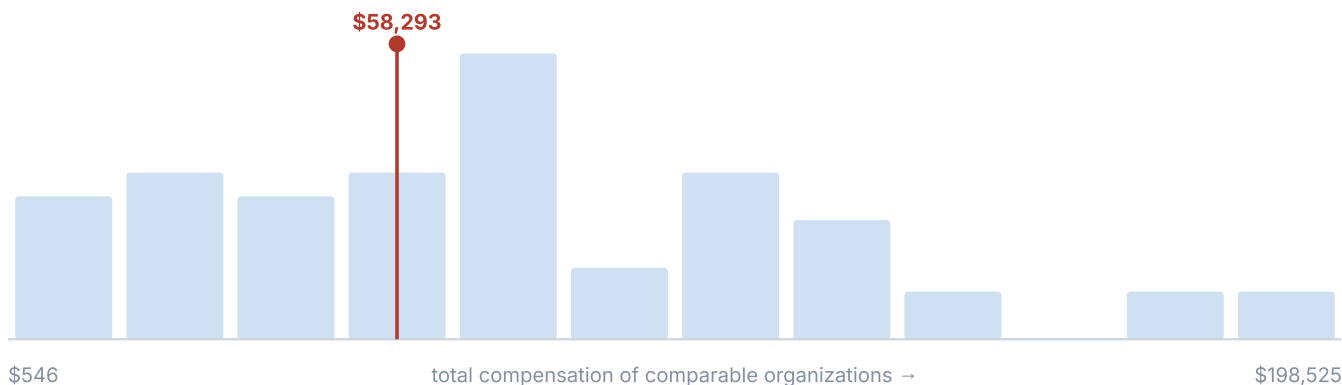
**BUDGET** Total revenue between \$327,826 and \$733,939 — 0.67x to 1.50x the subject's \$489,293 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (R01), nationwide + budget 0.67–1.5x revenue.

**59** organizations qualified on sector, size, and geography

→ **59** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,344	\$38,256	\$75,619	\$104,196	\$132,982	\$58,293
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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 NC 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="#">North Carolina For The People</a>	NC	\$481,336	Executive Director And Board Chair	\$104,960	<b>\$104,960</b>	2024
<a href="#">Voices For A Safer Tennessee Coalit</a>	TN	\$480,086	Executive Di	\$35,754	<b>\$36,372</b>	2024
<a href="#">The Philonise And Keeta</a>	TX	\$500,000	Executive Dir.	\$98,000	<b>\$94,874</b>	2024
<a href="#">Clean Slate Now Inc</a>	FL	\$500,000	Director & Ceo	\$33,995	<b>\$30,908</b>	2024
<a href="#">Death Penalty Action</a>	NY	\$478,459	Executive Director	\$87,800	<b>\$76,784</b>	2024
<a href="#">Show Me Integrity Education Fund</a>	MO	\$500,140	Chief Executive Officer	\$92,908	<b>\$98,049</b>	2023
<a href="#">True Texas Project Inc</a>	TX	\$506,308	Ceo	\$37,500	<b>\$36,304</b>	2024
<a href="#">Eternal Vigilance Action Inc</a>	GA	\$472,017	Ceo Director Key Employee	\$121,200	<b>\$121,425</b>	2023
<a href="#">Denver Metro Fair Housing Center</a>	CO	\$507,805	Executive Di	\$76,480	<b>\$70,974</b>	2024
<a href="#">Just Transition Nwi Inc</a>	IN	\$519,227	Executive Director	\$58,391	<b>\$59,594</b>	2024
<a href="#">Miami Dade Transit Alliance Inc</a>	FL	\$522,360	Executive Director	\$90,000	<b>\$81,826</b>	2024
<a href="#">Southwest Washington Equity Coalition</a>	WA	\$522,488	Executive Director	\$88,692	<b>\$76,850</b>	2024
<a href="#">Virginia Learns</a>	VA	\$454,700	President An	\$205,997	<b>\$198,182</b>	2023
<a href="#">Citizen Action Illinois</a>	IL	\$532,804	Executive Dir.	\$93,538	<b>\$88,998</b>	2024
<a href="#">Shock The System Foundation</a>	CA	\$444,916	Ceo, Cfo, Secretary	\$18,600	<b>\$15,544</b>	2024
<a href="#">Be A Hero Action Fund</a>	NY	\$554,585	Co-executive Director	\$13,687	<b>\$12,323</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Muskogee County Child Advocacy Center Inc</a>	OK	\$554,984	Executive Director	\$73,500	<b>\$80,641</b>	2023
<a href="#">Farm-to-consumer Legal Defense Fund</a>	VA	\$419,440	Executive Director	\$81,314	<b>\$78,229</b>	2023
<a href="#">Street Democracy</a>	MI	\$419,050	President	\$32,200	<b>\$32,166</b>	2024
<a href="#">The Online Progressive Engagement</a>	DE	\$563,765	Executive Director	\$145,406	<b>\$137,792</b>	2024
<a href="#">Just Strategy</a>	WA	\$564,258	Executive Director	\$29,068	<b>\$25,931</b>	2023
<a href="#">Progressnow New Mexico</a>	NM	\$411,737	Executive Di	\$8,177	<b>\$8,764</b>	2023
<a href="#">Womens Diversity Network Inc</a>	NY	\$411,630	Founder/board Member	\$83,987	<b>\$75,619</b>	2023
<a href="#">Race Forward Action Inc</a>	NY	\$408,044	Secretary	\$35,568	<b>\$31,105</b>	2024
<a href="#">Interfaith Council For Peace &amp; Justice</a>	MI	\$582,772	Co-director	\$69,312	<b>\$71,283</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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** 59 organizations. Compensation range \$546–\$198,525; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$489,293); for reference, expenses \$356,404 and assets \$339,849.

**ROLE MATCH** Emma Anderson, reported title *"COEXECUTIVE"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 14 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	37 <sup>th</sup>
All sources (D + E + F), adjusted	19 <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 (Emma Anderson) 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 59 similarly situated organizations (Same NTEE sector (R01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,293 is reasonable (approximately the 36<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.