

Yokyworks Foundation

Executive Director / CEO

EIN 264692391
 WA · NTEE P80
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Carol Baldwin, Executive Director / CEO** (\$11,925) against **every comparable organization** that fit the selection criteria — **209** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

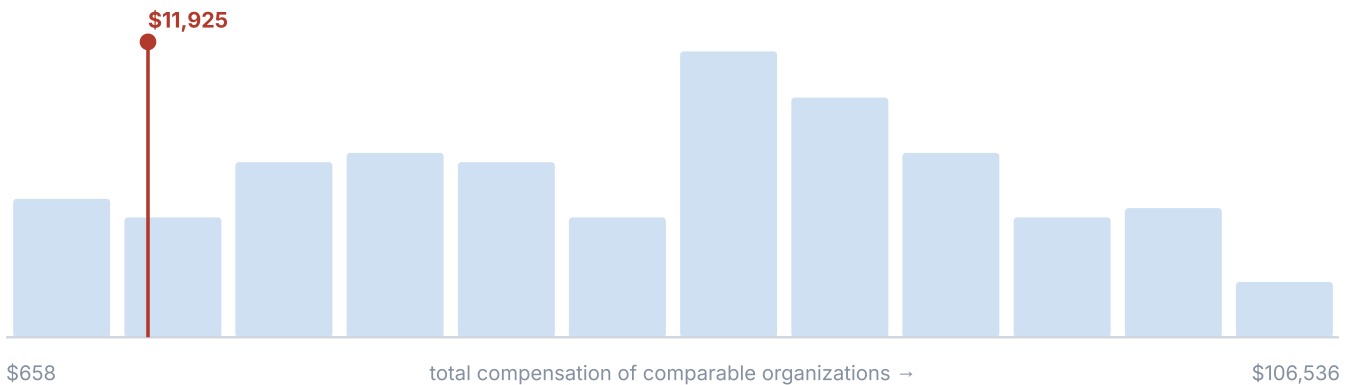
Benchmarked executive: Carol Baldwin — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$152,313 and \$341,001 — 0.67x to 1.50x the subject's \$227,334 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

209 organizations qualified on sector, size, and geography → **209** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,825	\$30,387	\$54,820	\$71,274	\$87,878	\$11,925
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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 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
The Home Program Inc	NY	\$228,605	Executive Di	\$65,579	\$64,290	2024
American Therapeutic Riding Center	OK	\$225,730	Executive Director	\$62,400	\$76,746	2023
Specialized Equine Services And	IL	\$225,579	Executive Director	\$21,700	\$23,828	2023
Life Has No Boundaries Co	IN	\$225,462	Executive Director	\$60,000	\$70,672	2023
Autism Health Insurance Project Inc	CA	\$225,306	President/program Director	\$91,250	\$88,008	2023
Asi - Stillwater Inc	MN	\$224,910	President/tr	\$68,006	\$71,023	2025
Girls Incorporated Foundation Trust	NY	\$224,516	Executive Di	\$16,316	\$15,995	2024
Pawsitive Perspectives	MN	\$224,142	Exec. Dir/se	\$73,399	\$76,656	2025
After Military Service	TX	\$223,677	Founder, President And Ceo	\$48,000	\$53,630	2023
Northern California Peoples Advocate	CA	\$223,661	President	\$66,000	\$63,655	2023
Sli Mclaughlin House Inc	MA	\$223,334	President	\$30,225	\$28,707	2025
A Place To Belong	MN	\$223,096	Executive Director	\$52,660	\$58,119	2023
Cook Inclusive Company	CO	\$222,735	Founder/executive Director	\$39,385	\$42,182	2023
Wisconsibs Inc	WI	\$222,412	Former Ed	\$73,478	\$83,252	2024
Greek Orthodox Housing Corporation	CA	\$222,266	Chief Executive Officer	\$1,500	\$1,405	2024
Jeremiah's Crossing Inc	WI	\$221,533	Exec. Dir./s	\$2,250	\$2,625	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bethany Place Inc	GA	\$221,413	President	\$24,000	\$26,180	2024
Friends With Disabilities	MI	\$233,467	President	\$29,520	\$33,056	2024
Journey To Adult Success Inc	WI	\$221,178	Executive Di	\$48,050	\$54,441	2024
The No Woman No Girl Initiative	NC	\$220,833	Executive Di	\$49,000	\$56,550	2023
The Penguin Project Foundation Inc	IL	\$233,841	Ceo	\$33,500	\$34,809	2025
Farm To Fork	CA	\$233,962	Esterline	\$33,001	\$30,915	2024
Nami Geauga County	OH	\$220,116	Exec Dir -Ex	\$58,096	\$66,756	2024
In His Light Inc	OH	\$220,081	President	\$89,670	\$106,080	2023
Family Promise Of Cobb County	GA	\$219,831	Executive Director	\$55,254	\$62,054	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 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 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	209 organizations. Compensation range \$658–\$106,536; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$227,334); for reference, expenses \$230,193 and assets \$18,411.
ROLE MATCH	Carol Baldwin, reported title " <i>Secretary</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 26 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	9 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	7 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 (Carol Baldwin) 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 209 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,925 is reasonable (approximately the 9th 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.