

# Institute For Inclusion In The Legal

Executive Director / CEO

EIN 270888460

IL · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sandra S Yamate, Executive Director / CEO** (\$92,591) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79<sup>th</sup>** percentile of comparable organizations within the typical range

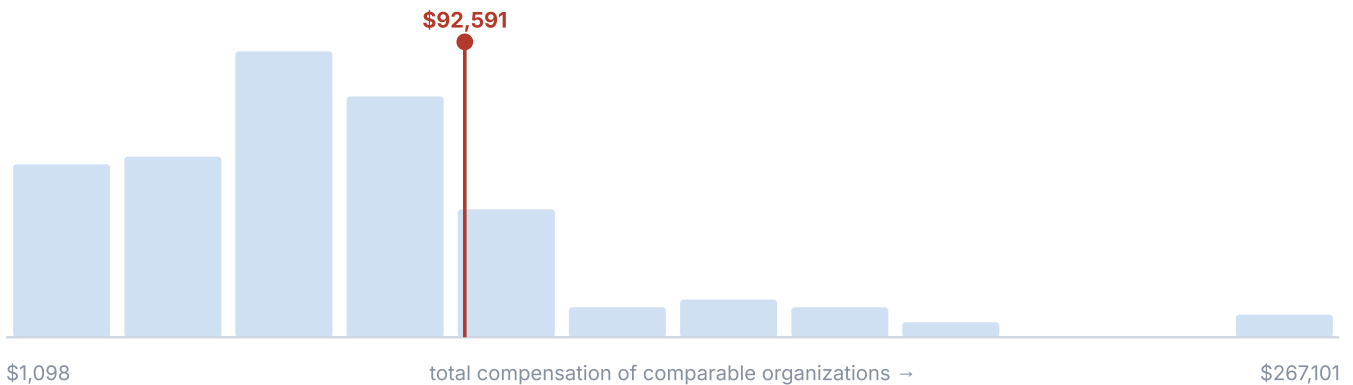
**Benchmarked executive:** Sandra S Yamate — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$242,039 and \$541,879 — 0.67x to 1.50x the subject's \$361,253 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

**152** organizations qualified on sector, size, and geography → **152** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,715	\$39,254	\$62,717	\$88,158	\$118,710	\$92,591
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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 IL 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="#">Monadnock Art X Tech</a>	NH	\$365,852	Executive Director	\$49,962	<b>\$48,312</b>	2023
<a href="#">Movers And Shakas</a>	HI	\$366,694	Executive Director	\$162,210	<b>\$147,722</b>	2024
<a href="#">Alaska Policy Forum Inc</a>	AK	\$355,370	Ceo/non-voting Secretary	\$86,923	<b>\$87,026</b>	2023
<a href="#">Greater Fort Worth Pro-life Ministries</a>	TX	\$367,579	Executive Director	\$48,617	<b>\$50,928</b>	2023
<a href="#">Minnesota Logger Education Program</a>	MN	\$354,004	Executive Di	\$94,500	<b>\$94,980</b>	2024
<a href="#">Agts Inc</a>	AZ	\$369,533	President/se	\$47,365	<b>\$45,140</b>	2025
<a href="#">Leadership Tallahassee Inc</a>	FL	\$371,244	President/ceo	\$16,095	<b>\$15,834</b>	2023
<a href="#">Titusville Regional Literacy Council</a>	PA	\$350,618	Executive Director	\$42,466	<b>\$44,348</b>	2023
<a href="#">Literacy Volunteers Of America Essex &amp;</a>	NJ	\$350,582	Trustee	\$18,798	<b>\$17,576</b>	2023
<a href="#">Expanding Frontiers Corp</a>	TX	\$371,930	Board Member	\$71,190	<b>\$74,575</b>	2023
<a href="#">Lone Star Construction Trades Training</a>	TX	\$372,178	Director	\$87,360	<b>\$88,888</b>	2024
<a href="#">Knox Regional Development Alliance</a>	KY	\$349,328	President/ce	\$150,000	<b>\$168,765</b>	2023
<a href="#">Plaza Comunitaria Sinaloa</a>	CA	\$348,476	Chief Executive Officer	\$69,807	<b>\$63,125</b>	2023
<a href="#">River Management Society</a>	MD	\$374,433	Exe. Director	\$80,786	<b>\$76,824</b>	2024
<a href="#">Marine Credit Union Foundation</a>	WI	\$374,627	Executive Director	\$36,002	<b>\$39,374</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">2nd Chance Ms</a>	MS	\$345,669	Program Director	\$55,000	<b>\$62,308</b>	2024
<a href="#">Oncology Association Of Naturopathic Physicians</a>	AK	\$344,997	Executive Director	\$60,892	<b>\$59,216</b>	2024
<a href="#">W House Inc</a>	TN	\$344,755	Executive Di	\$51,833	<b>\$55,419</b>	2024
<a href="#">Writing By Writers</a>	CA	\$377,918	President	\$101,278	<b>\$86,662</b>	2025
<a href="#">Pathway Financial Education</a>	MO	\$344,022	Executive Director	\$35,045	<b>\$38,871</b>	2023
<a href="#">Happier Valley Comedy Inc</a>	MA	\$343,687	President	\$65,127	<b>\$59,529</b>	2024
<a href="#">Edwins Second Chance Life Skills Center</a>	OH	\$342,059	Pre., Secretary & Treasure	\$19,654	<b>\$21,174</b>	2024
<a href="#">Blue Ridge Literacy</a>	VA	\$380,696	Executive Dir.	\$56,660	<b>\$55,647</b>	2024
<a href="#">Ohio Empowerment Centers Inc</a>	OH	\$381,435	President And Ceo	\$149,968	<b>\$161,567</b>	2024
<a href="#">Louise H Batz Patient Safety Foundation</a>	TX	\$341,013	Executive Director	\$52,500	<b>\$54,996</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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** 152 organizations. Compensation range \$1,098–\$267,101; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$361,253); for reference, expenses \$410,835 and assets \$289,410.

**ROLE MATCH** Sandra S Yamate, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 7 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	79 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	72 <sup>nd</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 (Sandra S Yamate) 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 152 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$92,591 is reasonable (approximately the 79<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.