

Yachats Youth & Family

Executive Director / CEO

EIN 311726227

OR · NTEE O20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Patricia Hettinger, Executive Director / CEO** (\$67,129) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

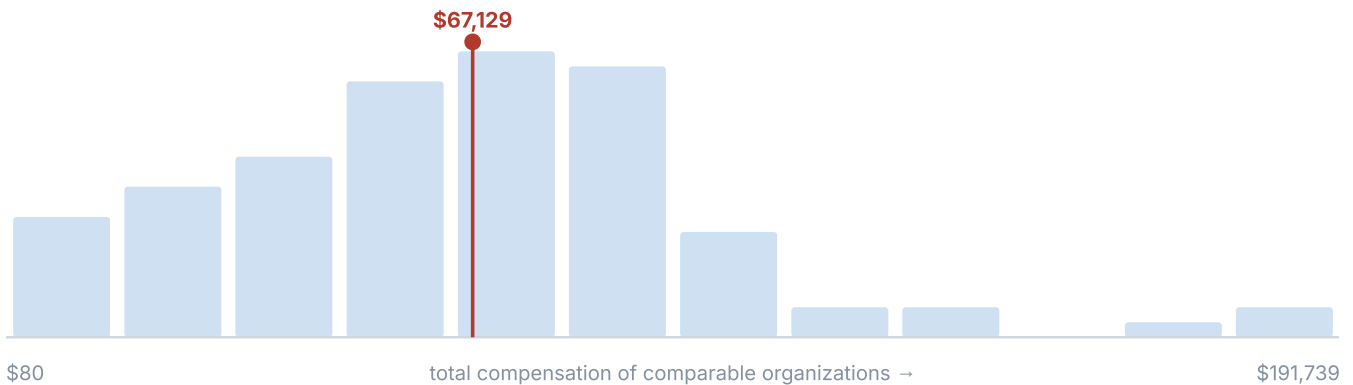
Benchmarked executive: Patricia Hettinger — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O20).
BUDGET	Total revenue between \$283,017 and \$633,621 — 0.67x to 1.50x the subject's \$422,414 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

98 organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,413	\$42,681	\$64,651	\$83,605	\$104,944	\$67,129
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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 OR 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
Davis Forest School	CA	\$425,661	Director	\$48,872	\$45,443	2024
Westminster At Wade Inc	WV	\$425,679	Director	\$33,840	\$39,455	2024
The Healing Word Counseling Center	TN	\$418,766	Administrator/counselor	\$27,000	\$30,561	2024
Southwest Indiana Powerhouse Inc	IN	\$418,746	Executive Di	\$96,000	\$109,015	2024
North Jefferson Junior Baseball Assoc	CO	\$426,498	Scheduler	\$12,915	\$13,729	2023
Neighborhood House Community Center	WI	\$427,308	Executive Di	\$55,521	\$64,283	2023
Jacob's Ladder Inc	VA	\$427,326	Executive Director	\$78,074	\$81,175	2024
Wadena County Humane Society	MN	\$415,057	Director Of	\$65,000	\$71,205	2023
Shemilah Outreach Center	IL	\$414,000	Executive Director	\$74,000	\$80,654	2023
Enid SPCA	OK	\$430,887	Executive Di	\$22,880	\$27,130	2024
Sisters Of Watts	CA	\$411,975	Ceo	\$27,200	\$25,292	2024
The Well Community Youth Center Of Waco	TX	\$408,237	Director	\$42,262	\$45,523	2024
Fore La Kids Inc	CA	\$438,407	Founder	\$18,750	\$17,435	2024
Meridian Police Activities League	ID	\$404,927	Executive Director	\$45,833	\$52,502	2024
Carmel Youth Center Inc	CA	\$441,773	Executive Dir	\$87,432	\$81,298	2024
North End Youth Center Inc	IL	\$443,510	President	\$99,213	\$105,031	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Harmony Project Tulsa	OK	\$399,525	Executive Dir.	\$116,192	\$137,772	2024
Positive Attitude Youth Center Inc	NC	\$446,069	Executive Di	\$70,000	\$77,885	2024
Girl Talk Incorporated	IN	\$396,331	Executive Di	\$91,200	\$103,564	2024
Choices Inc	MA	\$448,576	President	\$46,164	\$45,991	2023
Tenth Life Cat Rescue	MO	\$448,600	Executive Director	\$65,600	\$74,818	2024
Cleveland Police Athletic League	OH	\$452,059	Executive Di	\$38,700	\$44,138	2024
Pack Away Hunger Inc	IN	\$452,957	Executive Di	\$32,333	\$36,717	2024
Time 2 Win Community Organization	FL	\$390,082	President	\$49,200	\$49,770	2024
East Of The River Boys And Girls Steelband Inc	DC	\$389,965	Executive Director	\$68,498	\$64,727	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	98 organizations. Compensation range \$80–\$191,739; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$422,414); for reference, expenses \$411,580 and assets \$283,933.
ROLE MATCH	Patricia Hettinger, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	52 nd
Total compensation (D + F), as reported (no adjustments)	57 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	51 st

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 (Patricia Hettinger) 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 98 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,129 is reasonable (approximately the 52nd 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.