

# Boys And Girls Club Of The Yakama Nation

Executive Director / CEO

EIN 320682002

WA · NTEE O23

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Andrea Blodgett, Executive Director / CEO** (\$61,684) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55<sup>th</sup>** percentile of comparable organizations within the typical range

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (O23).

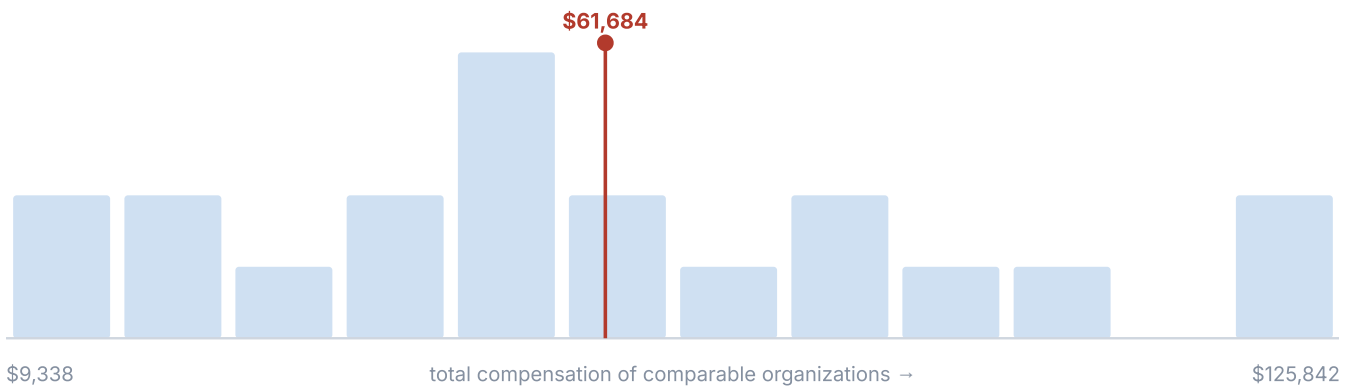
**BUDGET** Total revenue between \$180,599 and \$404,328 — 0.67x to 1.50x the subject's \$269,552 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O23), nationwide + budget 0.67–1.5x revenue.

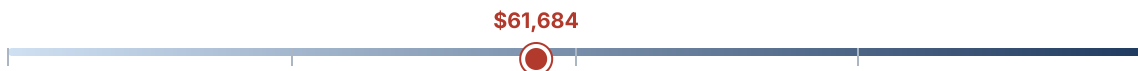
**20** organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$24,277</b> 10TH	<b>\$43,393</b> 25TH	<b>\$56,223</b> MEDIAN	<b>\$79,821</b> 75TH	<b>\$104,601</b> 90TH	<b>\$61,684</b> THIS ORG · 55TH
-------------------------	-------------------------	---------------------------	-------------------------	--------------------------	------------------------------------



## ■ Comparable organizations

P50
P75
P90

---

\$24,277
\$43,393
\$56,223
\$79,821
\$104,601

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	TOTAL REVENUE	TOTAL COMP	SOURCE
Bbbsoc Qalich Inc	CA	\$273,430	<b>\$12,423</b>	990
Boys And Girls Club Of Gallup	NM	\$258,180	<b>\$103,291</b>	990
Boys And Girls Club Of Los Fresnos Texas	TX	\$283,161	<b>\$84,901</b>	990
Boys And Girls Club Of Eden	NY	\$292,062	<b>\$62,138</b>	990
Boys & Girls Club Of Southwest	AL	\$297,629	<b>\$63,288</b>	990
Boys & Girls Club Of Vergennes Inc	VT	\$299,984	<b>\$78,127</b>	990
Put Me In Inc	CA	\$300,118	<b>\$116,393</b>	990
Boys & Girls Club Of Glasgowbarren	KY	\$304,843	<b>\$75,600</b>	990
Boys & Girls Clubs Of Georgia Inc	GA	\$229,269	<b>\$55,189</b>	990
Boys & Girls Club Of The Gila Valley	AZ	\$312,237	<b>\$48,149</b>	990
Boys & Girls Club Of The	NE	\$322,069	<b>\$9,338</b>	990
Langley Park Boys & Girls Club Inc	MD	\$326,782	<b>\$125,842</b>	990
Hershey Jr Bears Inc	PA	\$331,336	<b>\$28,113</b>	990
Crossview Christian Camp & Retreat	TX	\$206,086	<b>\$25,594</b>	990
Afterschool America	TX	\$334,107	<b>\$95,336</b>	990
Eg Ministries Inc	PA	\$335,676	<b>\$54,699</b>	990
Boys & Girls Clubs Of Mercer County	NJ	\$385,570	<b>\$31,671</b>	990
Worland Youth Learning Center	WY	\$388,895	<b>\$57,257</b>	990
Boys And Girls Club Of No Chaut Cou	NY	\$391,625	<b>\$52,783</b>	990
Kid Nation Inc	TX	\$396,518	<b>\$47,300</b>	990

## ■ 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](https://peerbasis.org/methodology).

### ● Sample, role match & sensitivity

PEER COUNT	20 organizations. Compensation range \$9,338–\$125,842; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$269,552); for reference, expenses \$412,875 and assets \$19,328. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Andrea Blodgett, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	55 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	40 <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 (Andrea Blodgett) 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 20 similarly situated organizations (Same NTEE sector (O23), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,684 is reasonable (approximately the 55<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). 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.