

This analysis benchmarks the total compensation of **Royyanna Young, Executive Director / CEO** (\$65,771) 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 **65th** percentile of comparable organizations within the typical range

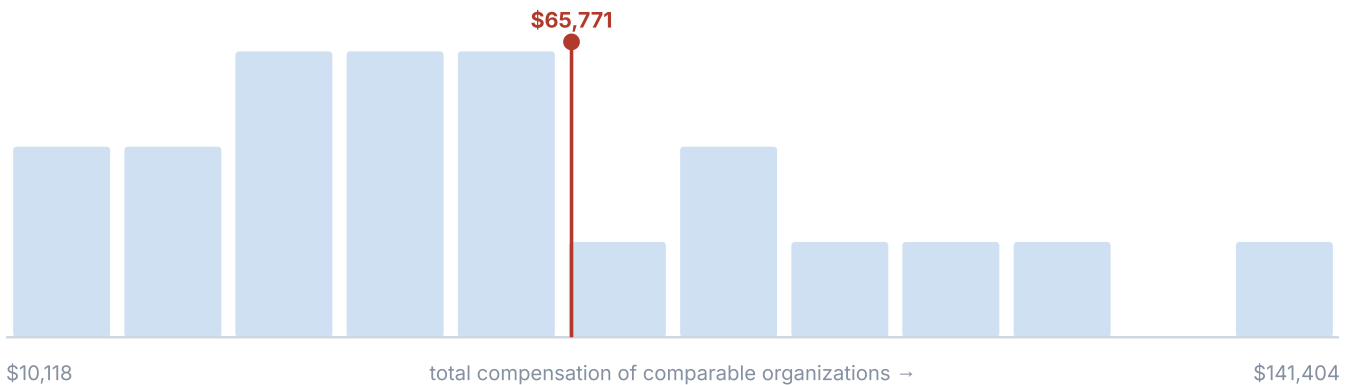
Benchmarked executive: Royyanna Young — reported title “Psychological Associate”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F32).
BUDGET	Total revenue between \$152,559 and \$341,550 — 0.67x to 1.50x the subject's \$227,700 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F32), 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



\$27,065	\$38,814	\$55,786	\$78,301	\$100,357	\$65,771
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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 DC 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
Amaly	CA	\$226,032	Director And Co-ceo	\$35,803	\$35,231	2024
Schranks Clubhouse	CA	\$253,574	President/ Executive Director	\$51,447	\$52,120	2023
Friendship Place Inc	WI	\$200,230	Executive Director	\$81,090	\$96,507	2024
Central Ohio Health & Wellness Center Inc	OH	\$198,574	President	\$26,000	\$31,381	2024
Our House Therapy Collective	IL	\$258,445	Executive Director	\$67,999	\$76,181	2024
Insight Psychotherapy Group	CA	\$260,564	President/secretary/cfo	\$41,878	\$41,209	2024
Haven Of Hope Of Dekalb County Inc	TN	\$192,085	Executive Dir.	\$33,400	\$40,008	2024
Lifting Lives Ministries Inc	MS	\$187,123	Executive Di	\$7,972	\$10,118	2024
Community Caring Clinic Inc	MA	\$277,120	President	\$56,391	\$59,452	2023
Northeastern Mental Health Foundation	SD	\$169,652	Director	\$22,719	\$28,573	2024
Healing Clinical Counseling Center Inc	CA	\$290,142	Ceo	\$63,892	\$64,727	2023
The Downtown Counseling Center Inc	VA	\$297,954	Executive Di	\$90,000	\$99,027	2024
Art Of Recovery Services Nfp	IL	\$299,447	Vp Of Clinical Services	\$58,357	\$67,310	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nami - Mt San Jacinto Incorporated	CA	\$154,562	Executive Direc	\$44,820	\$45,406	2023
Nebraska Association Of Behavioral	NE	\$303,836	Executive Director	\$91,644	\$112,325	2024
Southeast Institute	NC	\$304,526	President	\$69,838	\$84,661	2023
Child Guidance Foundation Inc	FL	\$311,585	Ceo	\$12,600	\$13,489	2024
Canterbury Counseling Center	SC	\$311,851	Executive Director	\$51,038	\$60,676	2024
Changing Lives Resource Center	CA	\$334,819	Chief Executive Officer	\$43,500	\$44,069	2023
Kaleidoscope Community	OR	\$341,250	Executive Di	\$133,619	\$141,404	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	20 organizations. Compensation range \$10,118–\$141,404; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$227,700); for reference, expenses \$218,859 and assets \$31,509.
ROLE MATCH	Royyanna Young, reported title " <i>Psychological Associate</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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	65 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	55 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 (Royyanna Young) 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 (F32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,771 is reasonable (approximately the 65th 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.