

Dc Children's Trust Fund

Executive Director / CEO

EIN 521990489
 DC · NTEE P34Z
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Dr Kinaya Sokoya, Executive Director / CEO** (\$85,000) against **every comparable organization** that fit the selection criteria — **1904** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

Benchmarked executive: Dr Kinaya Sokoya — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P34Z).
BUDGET	Total revenue between \$116,381 and \$260,556 — 0.67x to 1.50x the subject's \$173,704 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

1,904 organizations qualified on sector, size, and geography → **1,904** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,219	\$25,479	\$46,256	\$70,165	\$91,174	\$85,000
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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
Agape Home Inc	FL	\$173,631	Director/tre	\$26,400	\$28,262	2024
Inside Out Thrift Ministries Inc	IL	\$173,631	President	\$3,780	\$4,360	2023
Cannedwater4kids Inc	WI	\$173,824	Secretary	\$31,025	\$36,923	2024
Richwood Civic Center Inc	OH	\$173,836	Executive Director	\$28,325	\$33,306	2025
Service For Peace Inc	CT	\$173,978	Executive Director	\$41,802	\$44,664	2024
Downtown Chillicothe	OH	\$173,376	Program Manager	\$49,000	\$59,142	2024
Peer Recovery Connection Inc	VA	\$174,081	Executive Director	\$45,325	\$49,871	2024
Shanti Childrens Foundation	CO	\$173,147	President And Treasurer	\$33,000	\$37,125	2023
Neighborhood Crusades Inc	PA	\$174,265	Director	\$33,100	\$38,727	2023
Thanks Mom & Dad Fund Inc	GA	\$173,128	Int. Exec. Dir.	\$36,685	\$43,276	2023
Positive Behavior Support Community	NY	\$173,087	Executive Director	\$32,400	\$34,349	2023
Black Lives Matter 5280	CO	\$174,327	Board Chairperson	\$104,100	\$117,110	2023
Cavetime Inc	OK	\$173,078	Executive Director	\$100,362	\$129,655	2023
Family Guidance Center Transitional Housing Corporation	MO	\$174,338	Co-ceo	\$50,151	\$60,531	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Yolandas World Of Learning Center Inc	LA	\$173,066	President	\$4,506	\$5,654	2024
Volunteer Caregivers Program	NY	\$174,381	Executive Director	\$75,000	\$77,230	2024
Council On Developmental	KY	\$174,468	Ceo	\$78,750	\$99,262	2023
Unity Aging Services Inc	NY	\$174,480	Ceo	\$54,881	\$58,182	2023
Heart For The City	AZ	\$172,910	President / Ceo	\$14,833	\$16,256	2024
Pregnancy And Family Services	AL	\$174,575	Executive Director	\$39,684	\$48,855	2024
Awl Foundation	MO	\$174,601	Executive Di	\$33,756	\$40,743	2024
Jose's Closet Inc	AZ	\$172,789	President	\$38,150	\$41,810	2024
Dree's Plahouse Christian Academy Inc	IN	\$172,755	Executive Director	\$1,500	\$1,855	2023
134 Collaborative	RI	\$174,661	Executive Director	\$57,365	\$64,534	2023
Tennessee Children's Home	TN	\$174,701	President	\$26,282	\$32,411	2023

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 1904 organizations. Compensation range \$128–\$436,107; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$173,704); for reference, expenses \$230,596 and assets \$36,965.

ROLE MATCH	Dr Kinaya Sokoya, reported title " <i>EXEC DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	235 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	37 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	88th
Total compensation (D + F), as reported (no adjustments)	91st
Reportable pay only (column D), adjusted	89th
All sources (D + E + F), adjusted	77th

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 (Dr Kinaya Sokoya) 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 1904 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,000 is reasonable (approximately the 88th 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.