

Yes 2 Kollege Educational

Executive Director / CEO

EIN 680485994

CA · NTEE P40

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Sharon Chandler, Executive Director / CEO** (\$14,500) against **every comparable organization** that fit the selection criteria — **185** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Sharon Chandler — reported title "President & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P40).

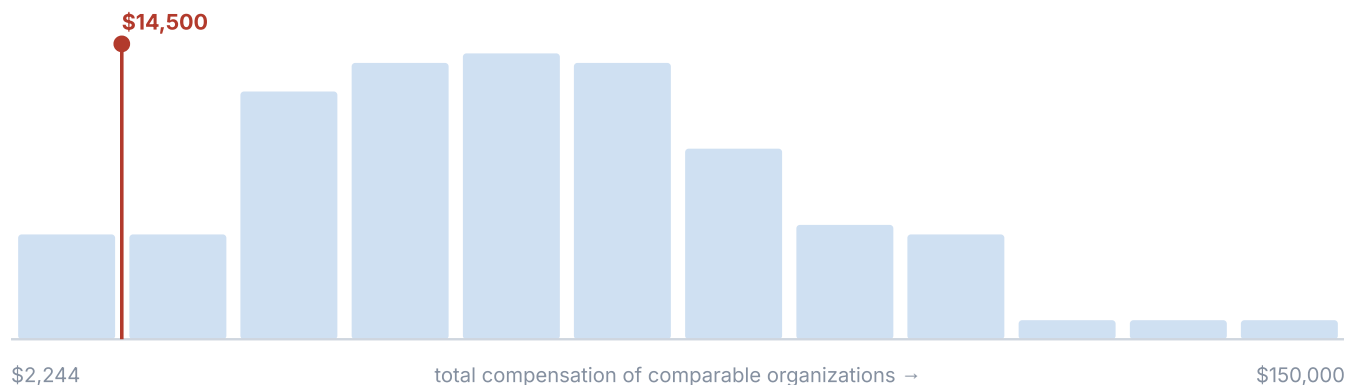
BUDGET Total revenue between \$205,660 and \$460,434 — 0.67x to 1.50x the subject's \$306,956 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P40), nationwide + budget 0.67–1.5x revenue.

185 organizations qualified on sector, size, and geography

→ **185** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,603

\$38,135

\$57,625

\$77,849

\$98,244

\$14,500



■ 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 CA 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
Hope Unexpected	MI	\$308,671	Executive Director	\$49,816	\$59,547	2023
Carsons Village	TX	\$309,758	Coo	\$61,610	\$69,323	2024
Ritchie County Family Resource Network Inc	WV	\$313,240	Director	\$35,224	\$44,167	2023
Ethaar Inc	GA	\$300,589	Executive Director	\$49,039	\$55,464	2024
In The City For Good	TX	\$316,769	President/ceo/director	\$52,000	\$58,510	2024
Southern Sudan Mission Inc	TX	\$297,124	President	\$43,402	\$50,278	2023
Fiesta Thrift Store Inc	AZ	\$297,085	Store Manager	\$30,000	\$32,454	2024
Raising Readers In Story County	IA	\$317,301	Executive Director	\$71,338	\$85,598	2025
Tates Place	TX	\$318,493	President/ceo	\$23,000	\$25,879	2024
Link Inc	IA	\$318,577	Executive Director	\$49,410	\$62,653	2023
Crossroads Pregnancy Resource Cente	LA	\$294,825	Executive Di	\$71,750	\$88,871	2024
Foundation Restoration Inc	NC	\$319,339	Chief Executive Officers	\$58,416	\$69,901	2023
Pregnancy Support Center Of Carroll	MD	\$293,769	Executive Dir.	\$57,000	\$59,943	2024
Mariposa Child Success Programs Inc	MD	\$293,020	President, Cheif Academic	\$99,996	\$108,265	2023
Stepping Stone Charlottesville	VA	\$292,252	Exec. Direct	\$29,998	\$32,580	2024
Family Mentor Foundation	OH	\$290,839	Executive Director	\$65,000	\$77,440	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Katie Teets Bradshaw Comfort House Inc	VA	\$290,655	Community Coordinator	\$50,000	\$55,909	2023
The Forward Foundation	TX	\$290,161	President	\$128,807	\$144,934	2024
Mary's Choices Inc	KS	\$323,914	Executive Director	\$40,655	\$49,405	2024
The Guiding Star Project	MN	\$325,440	Ceo	\$30,000	\$34,329	2023
Neighborlink Porter County	IN	\$288,351	Executive Dir.	\$38,610	\$45,800	2024
Hustle Mommies	IL	\$287,016	President	\$61,029	\$69,483	2023
Hoke Domestic Violence & Sexual Assault Center Inc	NC	\$327,270	Executive Director	\$24,433	\$28,398	2024
Leon County Domestic Violence Advocates Inc	TX	\$328,270	Program Director	\$80,775	\$93,573	2023
Beltway 8 South Crisis Pregnancy	TX	\$284,207	Executive Di	\$56,224	\$63,263	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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	185 organizations. Compensation range \$2,244–\$150,000; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$306,956); for reference, expenses \$218,234 and assets \$118,242.
ROLE MATCH	Sharon Chandler, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	6 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 (Sharon Chandler) 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 185 similarly situated organizations (Same NTEE sector (P40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,500 is reasonable (approximately the 6th 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.