

Youth Empowerment Services Inc

Executive Director / CEO

EIN 742731870

TX · NTEE O20Z

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Benjamin Yarbrough, Executive Director / CEO** (\$110,031) against **every comparable organization** that fit the selection criteria — **95** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

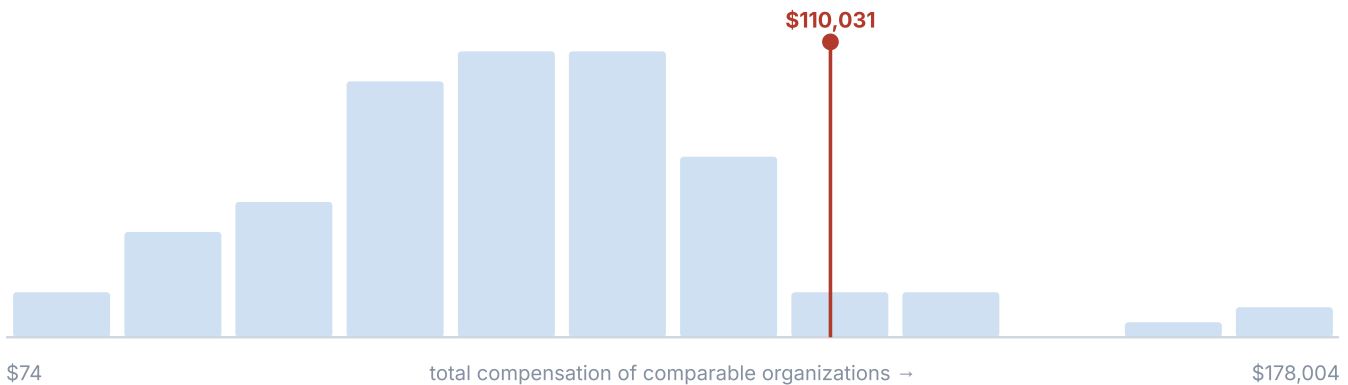
Benchmarked executive: Benjamin Yarbrough — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O20Z).
BUDGET	Total revenue between \$331,404 and \$741,951 — 0.67x to 1.50x the subject's \$494,634 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

95 organizations qualified on sector, size, and geography → **95** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,236	\$46,693	\$66,104	\$84,012	\$102,546	\$110,031
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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 TX 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
Infinity Volleyball Club	CO	\$494,885	Executive Director	\$74,924	\$71,821	2024
Police Activities League Of Southwest Washington	WA	\$491,881	Executive Director	\$83,833	\$75,033	2024
The Kyle Hyland Foundation	CA	\$501,083	President	\$70,096	\$58,949	2025
Uniondale Community Council Inc	NY	\$501,757	Director	\$60,720	\$54,851	2024
Heart Haven Outreach	IL	\$502,139	Executive Dir.	\$83,923	\$82,480	2024
Neighborhood Bike Works	PA	\$503,511	Executive D	\$76,578	\$76,342	2024
Share The Harvest Food Pantry & Resale Nook Inc	MO	\$508,742	Executive Director	\$54,623	\$57,836	2024
Team New England Youth Academy Inc	MA	\$474,704	President	\$42,500	\$39,307	2023
California Police Activities League	CA	\$516,411	Executive Dir.	\$93,750	\$83,318	2023
The Biddy Mason Charitable Foundation	CA	\$467,721	Ceo & President	\$90,000	\$77,691	2024
Hoops And Homework Inc	MA	\$524,830	Executive Di	\$89,808	\$80,678	2024
Aslan Inc	NJ	\$460,653	Ceo	\$73,180	\$67,247	2023
Lapan College & Career Club Inc	AZ	\$529,786	Executive Director	\$22,050	\$21,199	2024
Principles First Inc	TX	\$458,215	Executive Director/preside	\$63,876	\$63,876	2024
Ontario Youth Sports Inc	OH	\$458,198	Executive Di	\$74,000	\$78,353	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Highbridge Voices Corporation	NY	\$531,703	Executive Di	\$97,247	\$90,442	2023
Axis Teen Centers	OH	\$457,230	Executive Director	\$80,000	\$84,706	2024
Akeley Regional Community Center	MN	\$455,371	Executive Dir.	\$67,057	\$68,196	2023
Valo	ME	\$534,648	Executive Director	\$127,850	\$127,982	2024
Pack Away Hunger Inc	IN	\$452,957	Executive Di	\$32,333	\$34,086	2024
Cleveland Police Athletic League	OH	\$452,059	Executive Di	\$38,700	\$40,976	2024
Tenth Life Cat Rescue	MO	\$448,600	Executive Director	\$65,600	\$69,459	2024
Choices Inc	MA	\$448,576	President	\$46,164	\$42,696	2023
Positive Attitude Youth Center Inc	NC	\$446,069	Executive Di	\$70,000	\$72,306	2024
G Code Inc	MA	\$545,048	Executive Director	\$110,000	\$98,817	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 95 organizations. Compensation range \$74–\$178,004; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$494,634); for reference, expenses \$1,655,673 and assets \$5,362,806. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Benjamin Yarbrough, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	93 rd
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	92 nd

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 (Benjamin Yarbrough) 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 95 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,031 is reasonable (approximately the 93rd 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.