

The Yellow Tulip Project

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Danielle Whyte, Executive Director / CEO** (\$1,736) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

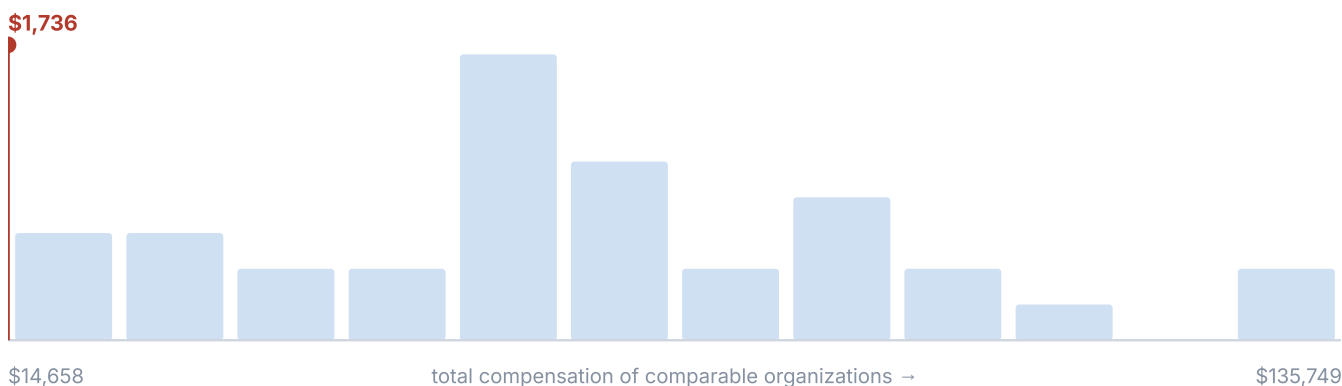
SECTOR Organizations sharing the subject's NTEE classification (F80).

BUDGET Total revenue between \$245,242 and \$549,049 — 0.67x to 1.50x the subject's \$366,033 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (F80), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,165

\$48,739

\$63,826

\$86,741

\$100,155

\$1,736

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 0TH
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\$1,736



■ 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 ME 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
Nami Will-grundy	IL	\$363,859	Executive Director	\$28,846	\$27,508	2024
American Friends Of Shalvat Chayim Inc	NY	\$356,147	President	\$80,500	\$70,560	2024
The Arc Of Lancaster County	PA	\$351,137	Executive Director	\$49,846	\$46,974	2025
Athens Mental Health Inc	OH	\$386,065	Exec Directir	\$57,464	\$60,782	2023
Sapientia Initiative Inc	NY	\$345,725	Executive Dir.	\$72,681	\$63,707	2024
Nami Montana	MT	\$342,441	Executive Director	\$94,350	\$98,653	2024
North Carolina Infanyoung Child	NC	\$333,856	Executive Di	\$78,875	\$81,390	2023
Nami Davidson County Inc	TN	\$333,149	Executive Director	\$86,452	\$88,148	2024
Nami Broward County Inc	FL	\$331,789	Ceo	\$123,775	\$112,790	2024
Black Men Speak	CA	\$318,188	Executive Dir.	\$70,000	\$60,364	2023
Seacoast Pathways	NH	\$316,672	President And Ceo Of Fedcap	\$151,561	\$135,749	2024
Psychotherapy Training Associates	CA	\$314,697	President & Ceo	\$17,500	\$14,658	2024
Resource Development Institute	MO	\$312,122	Ceo	\$91,054	\$93,548	2024
National Alliance On Mental Illness Of	NY	\$307,484	Executive Director	\$66,070	\$57,912	2024
Emotions Matter Inc	NY	\$301,412	Executive Director	\$65,468	\$57,385	2024
Conneaut Human Resources Council Inc	OH	\$295,111	Executive Director	\$33,000	\$33,030	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Center For Youth Mental Health	CA	\$440,705	President	\$25,045	\$20,977	2024
Nami Greater Orlando Inc	FL	\$442,313	Executive Director	\$89,731	\$84,182	2023
Resilience Education And Training Institute Inc	FL	\$281,437	Chief Executive Officer	\$40,206	\$37,720	2023
Center For Psychotherapy Spirituality & Creativity	CA	\$462,221	Director And Founder	\$19,000	\$15,915	2024
Atron Foundation	VA	\$465,513	Chair	\$96,000	\$87,594	2025
Lighthouse Inc	MD	\$264,244	Executive Director	\$68,488	\$63,944	2023
Mental Health Association Of Rhode	RI	\$261,774	Executive Director	\$75,808	\$72,593	2023
Forensic Mental Health Association	CA	\$476,044	Executive Dir.	\$107,961	\$93,100	2023
Amazing Grace Advocacy	NC	\$254,651	Executive Di	\$69,341	\$69,499	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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 34 organizations. Compensation range \$14,658–\$135,749; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$366,033); for reference, expenses \$237,896 and assets \$612,371.

ROLE MATCH Danielle Whyte, reported title *"Director"*, 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 1 peer 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	3 rd
All sources (D + E + F), adjusted	0 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 (Danielle Whyte) 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 10, 2026, comparing compensation against 34 similarly situated organizations (Same NTEE sector (F80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,736 is reasonable (approximately the 0th 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 10, 2026.