

Fostering Youth Independence

Executive Director / CEO

EIN 821034101

CA · NTEE O50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carolyn Olsen, Executive Director / CEO** (\$62,000) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

Benchmarked executive: Carolyn Olsen — reported title “Treasurer”, 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 (O50).

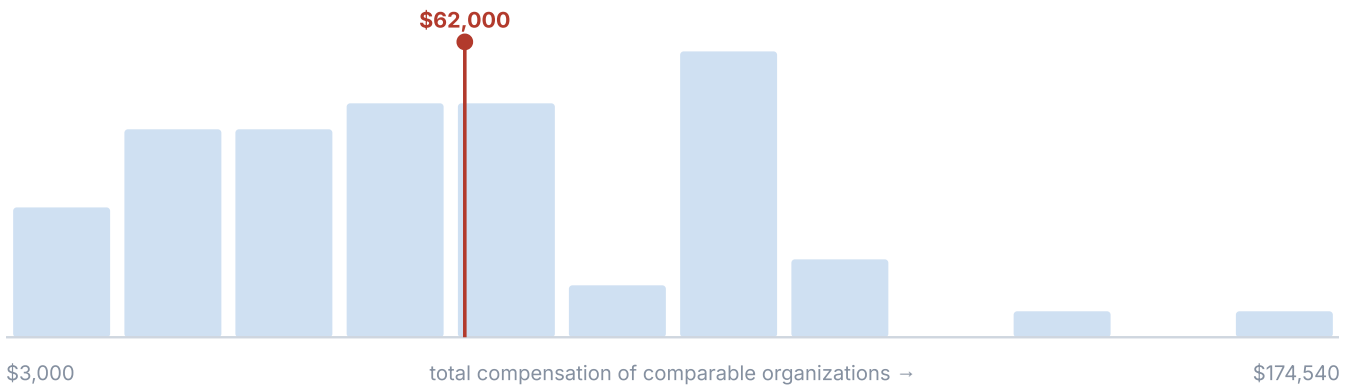
BUDGET Total revenue between \$224,963 and \$503,649 — 0.67x to 1.50x the subject's \$335,766 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50) + CA + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography

→ **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,378	\$34,245	\$58,520	\$92,420	\$101,479	\$62,000
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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 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
Levon Ishtoyan Foundation	CA	\$342,158	Treasurer	\$28,000	\$28,000	2023
East Los Angeles Boys And Girls Club	CA	\$342,376	Executive Director	\$67,320	\$67,320	2023
Santa Barbara School Of Squash	CA	\$342,875	Executive Director	\$106,670	\$103,610	2024
Santa Clara Diving Club	CA	\$343,321	Head Coach	\$95,150	\$92,420	2024
Ourtism	CA	\$343,806	Founder	\$30,414	\$30,414	2023
Srd-straightening Reins Foundation	CA	\$346,745	Director	\$35,256	\$34,245	2024
Sola Robotics	CA	\$347,696	Executive Director	\$57,960	\$56,297	2024
The Greenhouse	CA	\$348,281	Executive Director (March To Present)	\$59,913	\$58,194	2024
Truly Reviving Our Youth	CA	\$353,693	Director & President (Cvo)	\$95,212	\$95,212	2023
We Lead Ours	CA	\$313,210	Ceo	\$34,112	\$33,133	2024
Drawbridge	CA	\$309,553	Executive Dir.	\$102,999	\$100,044	2024
The Blue Heart Foundation	CA	\$309,138	Vice President	\$11,711	\$11,375	2024
Encampment For Citizenship	CA	\$367,995	Executive Director	\$67,560	\$65,622	2024
Aguas Sagradas Inc	CA	\$368,466	Director	\$63,700	\$63,700	2023
African American Chamber Of San Joaquin Foundation	CA	\$371,277	Ceo/director	\$69,805	\$67,802	2024
Focusfish Inc	CA	\$296,355	Executive Dir.	\$73,963	\$73,963	2023
Icanhelp	CA	\$375,849	Ceo	\$86,667	\$84,181	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New Hope Community Development	CA	\$295,653	Executive Dir.	\$16,000	\$16,000	2023
Im A Movement Not A Monument	CA	\$294,495	Ceo	\$19,875	\$19,305	2024
The Village Nation Inc	CA	\$378,833	Founder/ceo	\$23,990	\$23,302	2024
Kollab Youth	CA	\$379,747	Ceo	\$179,695	\$174,540	2024
The Axiom Project Inc	CA	\$290,761	Executive Dir.	\$53,406	\$51,874	2024
Sacred Rok	CA	\$289,602	Executive Dir.	\$43,000	\$43,000	2023
Renegade Girls	CA	\$288,333	Co Director	\$101,000	\$101,000	2023
Aster Study Center Inc	CA	\$288,192	Board Member	\$8,000	\$8,000	2023

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	57 organizations. Compensation range \$3,000–\$174,540; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$335,766); for reference, expenses \$308,737 and assets \$284,131.
ROLE MATCH	Carolyn Olsen, reported title <i>"Treasurer"</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	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	53 rd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	51 st

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 (Carolyn Olsen) 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 57 similarly situated organizations (Same NTEE sector (O50) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,000 is reasonable (approximately the 53rd 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.