

This analysis benchmarks the total compensation of **Daniel Yuhas, Executive Director / CEO** (\$1,100) against **every comparable organization** that fit the selection criteria — **442** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Daniel Yuhas — reported title “Board Member”, 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 (B90).

BUDGET Total revenue between \$202,589 and \$453,558 — 0.67x to 1.50x the subject's \$302,372 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

442 organizations qualified on sector, size, and geography → **442** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,242	\$30,190	\$52,675	\$71,912	\$99,358	\$1,100
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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 OR 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
The Kaleidoscope Institute	CA	\$301,635	Executive Dir.	\$100,733	\$83,306	2023
Connecticut Certification Board Inc	CT	\$303,124	Executive Director	\$95,882	\$83,630	2024
Little Stems Educational Services Inc	MO	\$303,623	President	\$13,388	\$13,191	2024
Central Pennsylvania Classical Education Resource Alliance	PA	\$300,980	Executive Director	\$5,091	\$4,601	2025
Cead - Center For Education And Academic Development	CA	\$300,739	President	\$64,500	\$51,811	2024
Lift Eastbrook Afterschool Inc	IN	\$300,697	Executive Director	\$33,375	\$32,741	2024
Ima Research Foundation Inc	NJ	\$300,350	Former Secretary/treasurer	\$49,252	\$40,907	2024
Women In Innovation Inc	NY	\$299,293	Ceo	\$105,600	\$88,767	2024
Lausanne Learning Inc	TN	\$305,616	Headmaster	\$49,660	\$48,558	2024
Consumer Action Network	DC	\$305,824	Executive Director	\$51,577	\$43,348	2023
The Nctu Foundation	CA	\$305,834	Secretary	\$1,500	\$1,205	2024
Engaged Detroit	MI	\$298,900	President	\$22,500	\$22,242	2023
Give Back Yoga Foundation	CO	\$298,347	Executive Di	\$25,000	\$22,300	2024
Afghan-american Community Organization	CA	\$306,716	Executive Dir.	\$94,092	\$75,581	2024
American Modeling Teachers Association	PA	\$306,859	Executive Officer	\$74,300	\$68,926	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Love House Learning Academy	SC	\$297,717	Director	\$48,245	\$54,198	2021
Newburyport Education Foundation Inc	MA	\$307,426	Executive Director	\$61,606	\$53,020	2023
The Jack Kent Oral & Maxillofacial	LA	\$297,029	President	\$1,500	\$1,537	2024
Miami Beach Education Foundation Inc	FL	\$296,822	Former President/ceo	\$2,164	\$1,891	2024
Oregon Stem	OR	\$307,980	Executive Director	\$120,640	\$101,532	2025
Even Ground Inc	NY	\$308,042	Executive Director	\$16,750	\$14,080	2024
College Bound	AZ	\$296,700	Ceo	\$800	\$697	2025
Niatx Foundation Inc	WI	\$296,267	Executive Director	\$32,300	\$31,380	2024
Madres	WA	\$308,512	Director	\$67,200	\$55,968	2024
Altura Credit Union Foundation	CA	\$296,086	Ceo	\$40,924	\$33,844	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2021 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 OR 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 442 organizations. Compensation range \$10–\$418,142; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$302,372); for reference, expenses \$243,460 and assets \$102,099.

ROLE MATCH	Daniel Yuhas, reported title " <i>Board Member</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	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	1st
Total compensation (D + F), as reported (no adjustments)	0th
Reportable pay only (column D), adjusted	5th
All sources (D + E + F), adjusted	1st

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 (Daniel Yuhas) 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 442 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,100 is reasonable (approximately the 1st 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.