

Youth With A Mission

Executive Director / CEO

EIN 911104941

WA · NTEE O55Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kit Hackett, Executive Director / CEO** (\$33,582) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

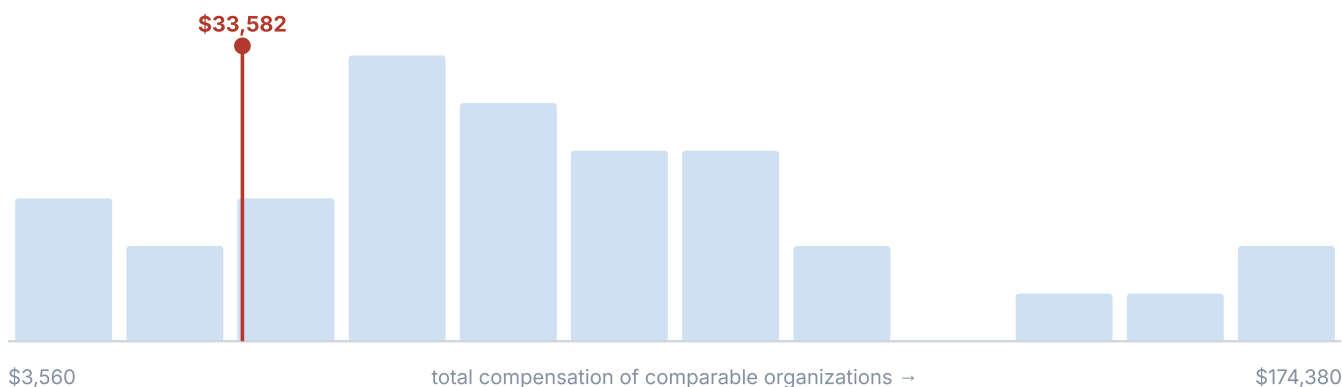
Benchmarked executive: Kit Hackett — reported title “Secretary”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O55Z).
BUDGET	Total revenue between \$281,999 and \$631,342 — 0.67x to 1.50x the subject's \$420,895 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O55), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,954	\$47,996	\$71,813	\$97,528	\$137,370	\$33,582
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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 WA 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 Midian Leadership Project Inc	WV	\$414,561	President	\$29,501	\$34,654	2024
Bridge Of Topeka Inc	KS	\$429,346	Executive Di	\$63,573	\$72,589	2025
Project Or Haner Inc	MD	\$431,844	Executive Director	\$40,050	\$41,821	2023
Teen Challenge Of Greater Cleveland	OH	\$433,170	Executive Director	\$44,600	\$51,248	2024
Youth For Christ Incorporated Sw Mi	MI	\$408,041	Treasurer	\$3,179	\$3,560	2024
Whole Again	OH	\$404,236	Executive Director	\$80,000	\$94,641	2023
Hillel At Dartmouth College	NH	\$459,567	Executive Direrector	\$21,538	\$22,213	2023
Youth With A Mission - Atlanta Inc	GA	\$376,156	Director / Secretary - Treasurer	\$45,333	\$48,176	2025
Oneu Md Inc	MD	\$366,144	President Campus Director	\$72,676	\$71,813	2025
Youth For Christeastern Oregon Inc	OR	\$365,194	Director	\$69,553	\$68,268	2025
Chattanooga Youth Network	TN	\$481,009	Executive Director	\$152,915	\$174,380	2024
Launch Ministries Inc	ID	\$356,706	Executive Di	\$76,230	\$87,977	2024
Urban Youth Legacy Foundation Inc	FL	\$485,715	President	\$140,020	\$142,705	2024
Virtue House Ministries Inc	IL	\$489,146	President	\$45,000	\$47,996	2024
Child Evangelism Fellowship Of	PA	\$351,471	State Direct	\$64,211	\$69,469	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Light Foundation	MO	\$490,959	Executive Director	\$84,876	\$97,528	2024
Davids Table Inc	SC	\$344,578	Executive Di	\$26,532	\$30,916	2023
Itasca Youth For Christ	MN	\$335,375	Executive Director	\$79,022	\$82,527	2025
World Wide Youth Camps Inc	GA	\$509,135	President	\$150,000	\$168,459	2023
Clemson Area Classical Academy	SC	\$323,720	Executive Director	\$12,585	\$13,877	2025
Salt N Light Youth Ministry	PA	\$322,609	Director - Creative Arts	\$53,400	\$57,773	2024
Youth For Christ Usa Inc So Calif	CA	\$312,741	Board Member	\$62,803	\$57,318	2025
Lifecamp Usa Inc	WI	\$529,358	Secretary And Treasurer	\$6,972	\$8,133	2023
Cowboy At The Cross Ministries	CO	\$309,220	Pres/lead Pasto	\$54,788	\$55,525	2025
Brilla Soccer Ministries Inc	MS	\$304,918	Executive Director	\$70,833	\$85,587	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 33 organizations. Compensation range \$3,560–\$174,380; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$420,895); for reference, expenses \$552,669 and assets \$2,176,475.

ROLE MATCH Kit Hackett, reported title "*Secretary*", 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.**

OUTLIERS 1 peer 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	18 th
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	18 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 (Kit Hackett) 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 33 similarly situated organizations (Same NTEE sector (O55), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,582 is reasonable (approximately the 18th 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.