

# Earl Youngs Team

Executive Director / CEO

EIN 933119912

TX · NTEE E60

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Earl Young, Executive Director / CEO** (\$17,000) against **every comparable organization** that fit the selection criteria — **84** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

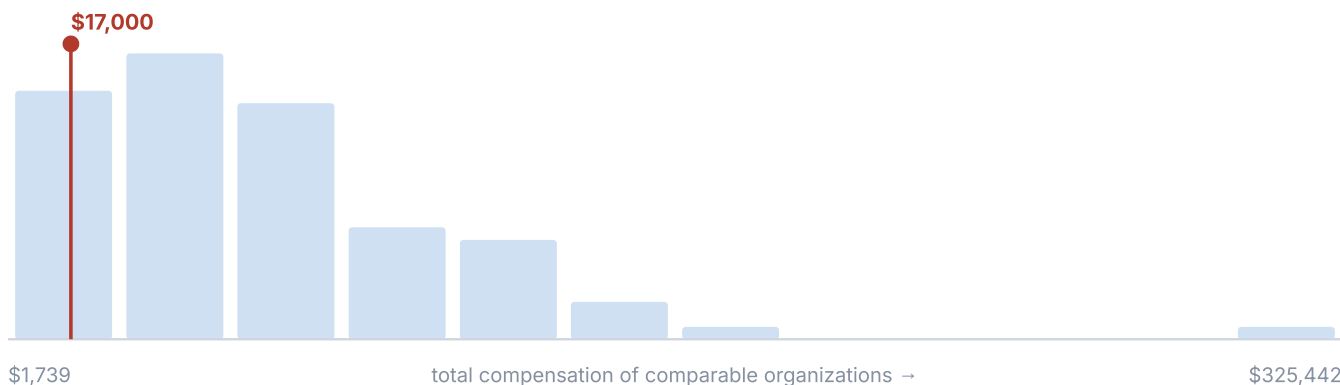
**Benchmarked executive:** Earl Young — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$160,509 and \$359,350 — 0.67x to 1.50x the subject's \$239,567 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

**84** organizations qualified on sector, size, and geography → **84** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,737	\$31,020	\$54,590	\$84,939	\$115,780	\$17,000
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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 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
<a href="#">Columbus Regional Diagnostics</a>	NC	\$241,477	Ceo	\$51,560	<b>\$53,259</b>	2024
<a href="#">Shade Of The Tree Gigstad</a>	IA	\$235,100	Ceopresident	\$72,400	<b>\$79,249</b>	2024
<a href="#">Lansing Syringe Access Inc</a>	MI	\$233,783	President	\$4,583	<b>\$4,729</b>	2024
<a href="#">Panhandle Forensic Nurse Specialists</a>	FL	\$246,282	Secretary	\$1,852	<b>\$1,739</b>	2024
<a href="#">The Partnership For A Healthier Carroll</a>	MD	\$247,288	Director/exec Dir/president	\$10,737	<b>\$10,331</b>	2023
<a href="#">Cek Rn Consulting Inc</a>	NY	\$231,720	Executive Director	\$101,900	<b>\$94,770</b>	2023
<a href="#">Seattle Musicians Access To Sustainable Healthcare</a>	WA	\$247,432	Executive Director	\$132,408	<b>\$118,509</b>	2024
<a href="#">Welcome Wellness Health Ed Resource Ctr</a>	MO	\$248,547	Executive Director	\$87,711	<b>\$95,614</b>	2023
<a href="#">Multiple Sclerosis Resources Of Central</a>	NY	\$229,479	Executive Director	\$76,059	<b>\$68,708</b>	2024
<a href="#">Danville Neca-ibew Electrical Jatc</a>	IL	\$228,990	Training Director	\$63,333	<b>\$64,083</b>	2023
<a href="#">Spark Ministries Inc</a>	KY	\$252,119	Ceo	\$31,679	<b>\$34,024</b>	2024
<a href="#">Kids And Paper</a>	TX	\$253,973	Executive Director	\$112,000	<b>\$115,308</b>	2023
<a href="#">The Ability Center Of Southern Nevada</a>	NV	\$256,018	President	\$57,500	<b>\$57,619</b>	2024
<a href="#">T2 Fitness Foundation</a>	VA	\$258,061	Executive Director	\$26,808	<b>\$26,641</b>	2023
<a href="#">Grays Habor Ems Council Inc</a>	WA	\$258,155	Executive Director	\$40,057	<b>\$36,911</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pharmacy For The Public Good Inc</a>	NY	\$220,847	Executive Di	\$16,500	<b>\$14,905</b>	2024
<a href="#">Dc Breastfeeding Coalition</a>	DC	\$220,372	President	\$4,500	<b>\$3,948</b>	2024
<a href="#">Equihope</a>	TX	\$258,851	Officer	\$66,652	<b>\$66,652</b>	2024
<a href="#">Dermatology Manager's Association</a>	GA	\$220,061	President	\$22,575	<b>\$22,692</b>	2024
<a href="#">Replay For Kids</a>	OH	\$259,886	President	\$16,525	<b>\$18,014</b>	2023
<a href="#">Cierra Sisters</a>	WA	\$260,526	Ceo	\$70,800	<b>\$65,239</b>	2023
<a href="#">California Alliance Of Caregivers</a>	CA	\$260,824	Executive Director	\$64,333	<b>\$57,174</b>	2023
<a href="#">Allpaths Family Building Inc</a>	MA	\$218,148	Executive Director	\$74,700	<b>\$69,087</b>	2023
<a href="#">Oregon Community Brokerages</a>	OR	\$217,743	Executive Director	\$114,852	<b>\$103,877</b>	2025
<a href="#">Erle And Emma White Hospice Endowment Trust</a>	TX	\$217,002	Trustee	\$6,228	<b>\$6,412</b>	2023

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	<b>84</b> organizations. Compensation range \$1,739–\$325,442; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$239,567); for reference, expenses \$174,071 and assets \$71,604.
ROLE MATCH	Earl Young, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should</b>

**confirm this is a comparable role.**

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	15 <sup>th</sup>
Reportable pay only (column D), adjusted	20 <sup>th</sup>
All sources (D + E + F), adjusted	12 <sup>th</sup>

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 (Earl Young) 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 84 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,000 is reasonable (approximately the 14<sup>th</sup> 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.