

Americas Youth Outreach Program

Executive Director / CEO

EIN 933239651

CA · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Eakins, Executive Director / CEO** (\$96,000) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

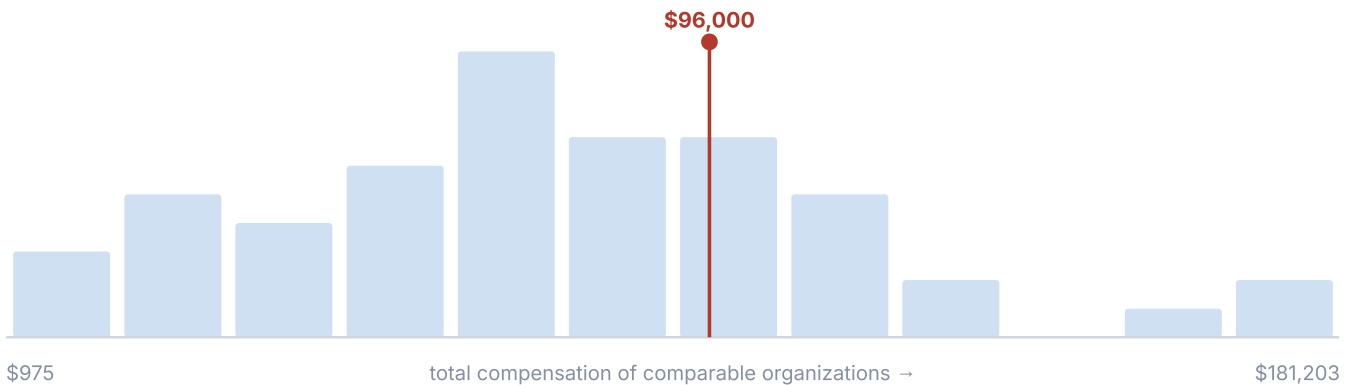
Benchmarked executive: Stephen Eakins — reported title "President", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$322,560 and \$722,149 — 0.67x to 1.50x the subject's \$481,433 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + CA + budget 0.67–1.5x revenue.

52 organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,929	\$50,928	\$73,580	\$98,660	\$117,271	\$96,000
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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
Fba Academy	CA	\$486,556	Ceo	\$108,000	\$105,216	2025
Shepower Leadership Academy	CA	\$496,530	President	\$101,435	\$101,435	2024
Santa Monica Bay Music Foundation	CA	\$502,510	Ceo/director	\$25,893	\$25,893	2024
Kids Outdoor Sports Camp	CA	\$503,393	Executive Director	\$97,683	\$100,568	2023
Team Kids Inc	CA	\$455,402	Ceo	\$67,538	\$69,533	2023
The Hawk Institute	CA	\$522,963	President	\$84,813	\$84,813	2024
Redeemer Community Partnership	CA	\$528,086	Director	\$156,279	\$156,279	2024
Transitional Youth Mobilizing For Change	CA	\$434,169	Interim Chair	\$12,000	\$12,354	2023
Campaign One At A Time	CA	\$540,818	President	\$73,615	\$75,789	2023
Esq Apprentice Inc	CA	\$545,153	Executive Director	\$109,520	\$106,697	2025
Every Monday Matters Inc	CA	\$416,604	Chairman/ceo	\$66,000	\$66,000	2024
Reading Legacies	CA	\$414,168	President &	\$72,135	\$74,266	2023
Firm Foundations Romania	CA	\$413,062	Ceo	\$58,520	\$60,249	2023
Success Through Academics And Role	CA	\$410,603	President	\$46,240	\$46,240	2024
Color Compton Inc	CA	\$563,218	Ceo & Director	\$40,000	\$41,181	2023
California Certifying Board For Medical	CA	\$564,527	Executive Dir.	\$80,000	\$82,363	2023
Al Willis Life Center	CA	\$564,612	Willis	\$5,000	\$5,000	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Football For Her Inc	CA	\$393,827	Executive Di	\$52,491	\$52,491	2024
Reach Bridge Extended Learning Programs Inc	CA	\$388,230	President	\$93,400	\$93,400	2024
Kollab Youth	CA	\$379,747	Ceo	\$179,695	\$179,695	2024
The Village Nation Inc	CA	\$378,833	Founder/ceo	\$23,990	\$23,990	2024
Resilient Agency	CA	\$586,770	Chief Executive Director	\$77,742	\$80,038	2023
Icanhelp	CA	\$375,849	Ceo	\$86,667	\$86,667	2024
East Bay Youth Development Foundation	CA	\$589,872	Executive Director	\$110,000	\$113,249	2023
African American Chamber Of San Joaquin Foundation	CA	\$371,277	Ceo/director	\$69,805	\$69,805	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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	52 organizations. Compensation range \$975–\$181,203; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$481,433); for reference, expenses \$476,863 and assets \$10,311.
ROLE MATCH	Stephen Eakins, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	73 rd
Total compensation (D + F), as reported (no adjustments)	75 th
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	71 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 (Stephen Eakins) 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 52 similarly situated organizations (Same NTEE sector (O50) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,000 is reasonable (approximately the 73rd 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.