

Girls On The Run - Sierras

Executive Director / CEO

EIN 010901343
 NV · NTEE O50
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Joy Heuer, Executive Director / CEO** (\$97,520) against **every comparable organization** that fit the selection criteria — **499** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

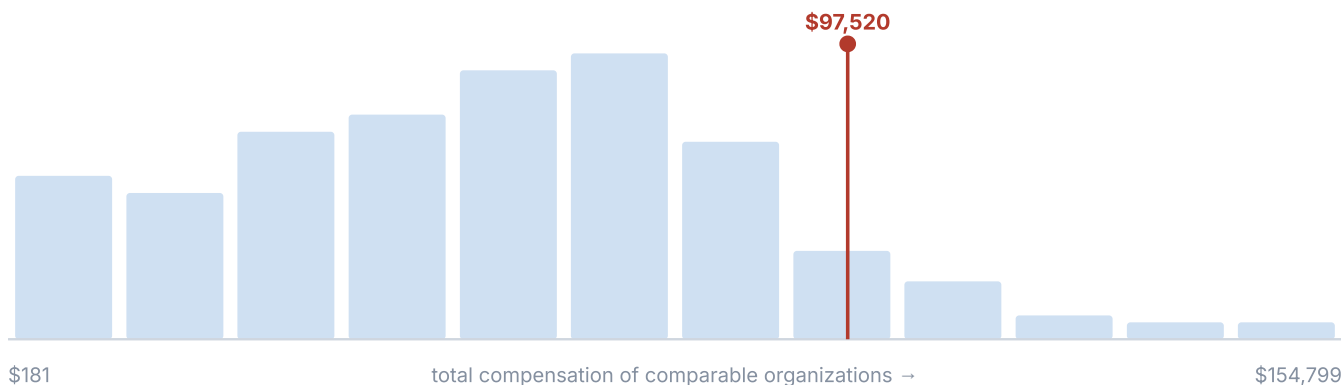
Benchmarked executive: Joy Heuer — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$211,804 and \$474,189 — 0.67x to 1.50x the subject's \$316,126 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

499 organizations qualified on sector, size, and geography → **499** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,976	\$31,843	\$56,496	\$76,016	\$96,050	\$97,520
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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 NV 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
One For One Chicago	IL	\$316,353	Executive Director	\$107,000	\$104,944	2024
All For One Inc	GA	\$315,806	Executive Di	\$44,500	\$44,638	2024
Authoring Action	NC	\$316,451	Executive Director	\$42,300	\$44,891	2023
Youth Run Nola Inc	LA	\$315,470	Executive Director	\$44,601	\$50,442	2023
Camp Crossway Inc	OK	\$315,237	Pres	\$10,038	\$11,027	2024
Southeast Raleigh Community	NC	\$315,095	Executive Director	\$16,500	\$17,511	2023
Sozo Missions Inc	FL	\$317,173	Vice President	\$54,423	\$51,005	2024
Sea Devils Fka Saint Michael Albertville Area Swim	MN	\$314,799	Coaching Rep	\$70,370	\$71,418	2023
Try Pie	IA	\$318,157	Vice President	\$14,361	\$15,687	2024
Youthserve Inc	AL	\$314,045	Executive Director	\$89,095	\$96,025	2024
Youthbase Inc	SC	\$314,032	Executive Director	\$60,830	\$63,310	2024
We Lead Ours	CA	\$313,210	Ceo	\$34,112	\$29,386	2024
Idaho High School Rodeo Association	ID	\$319,180	Secretary & Treasurer	\$5,000	\$5,169	2025
Lakeland Aero Club Inc	FL	\$312,837	President	\$49,500	\$46,391	2024
Girls On The Run South Georgia	GA	\$319,672	Executive Director	\$55,750	\$55,923	2024
Team 5 18 Ministries	LA	\$319,673	President/executive Director	\$98,630	\$105,555	2025
Girls Club	VA	\$311,921	Executive Director	\$58,000	\$55,869	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
I Have A Dream Foundation - Dallas	TX	\$311,430	Member	\$44,844	\$44,752	2024
First In Missouri	MO	\$311,398	Executive Director	\$62,000	\$63,823	2025
Ikaika Hawaii (Watermans Academy)	HI	\$321,063	President/ceo Coach	\$75,739	\$67,649	2024
Hope House Northern Colorado	CO	\$311,172	Executive Director	\$45,231	\$43,268	2024
Mahomet Area Youth Club	IL	\$321,187	Executive Director	\$47,865	\$46,945	2024
Know2	SC	\$321,474	Executive Director	\$38,400	\$39,966	2024
The Dream Center Inc	TN	\$310,600	President / Executive Director	\$86,275	\$90,472	2024
The Mentor Connector Inc	VT	\$310,317	Executive Di	\$79,523	\$77,794	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NV 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 NV 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	499 organizations. Compensation range \$181–\$154,799; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$316,126); for reference, expenses \$295,263 and assets \$341,114.
ROLE MATCH	Joy Heuer, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	91 st
Total compensation (D + F), as reported (no adjustments)	90 th
Reportable pay only (column D), adjusted	93 rd
All sources (D + E + F), adjusted	90 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 (Joy Heuer) 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 499 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,520 is reasonable (approximately the 91st 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.