

Georgia Association Of Realtors

Executive Director / CEO

EIN 203255676

GA · NTEE M20

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Debra Junkin, Executive Director / CEO** (\$26,163) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **79th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M20).
BUDGET	Total revenue between \$62,677 and \$140,323 — 0.67x to 1.50x the subject's \$93,549 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (M), nationwide + budget 0.67–1.5x revenue.

107 organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$401	\$576	\$2,426	\$18,504	\$60,454	\$26,163
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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 GA 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
Wantage Township First Aid Squad	NJ	\$94,228	President	\$1,500	\$1,332	2023
Ellendale Fire Department Relief	MN	\$92,855	President	\$599	\$572	2024
Good Will Fire Company Of Bridgeport Pa	PA	\$94,439	President	\$4,470	\$4,306	2024
Mooney Aircraft Pilots Association Safety Foundation Inc	MA	\$92,371	President	\$1,700	\$1,476	2024
Lakeland Volunteer Fire Department	MN	\$91,816	Training Office	\$213	\$209	2023
Lignite Volunteer Fire Dept	ND	\$91,226	Secretary/treasurer	\$5,000	\$5,301	2024
Paynesville Fire Department Relief	MN	\$96,167	Treasurer	\$2,400	\$2,359	2023
Dale Borough Fire Company	PA	\$90,459	President	\$18,888	\$18,733	2023
Stonington Volunteer Fire Company	PA	\$90,200	Fire Chief	\$200	\$198	2023
Ramsey Volunteer Fire Department	NJ	\$90,193	President	\$599	\$517	2024
Duluth Firefighters Mutual Aid Association	MN	\$89,945	Bookkeeper	\$31,262	\$30,722	2023
West Wyoming Vol Hose Co 1	PA	\$89,790	President, Board Member	\$2,100	\$2,023	2024
River Vale Volunteer Fire Dept Assoc Inc	NJ	\$89,488	Treasurer	\$4,400	\$3,795	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Strafford Firemen's Association And	VT	\$97,820	Fire Chief,	\$2,500	\$2,503	2023
High Country Fire-rescue	AZ	\$97,954	Fire Chief	\$19,105	\$18,274	2023
Terryville Fire Department Inc	NY	\$98,159	Treasurer	\$3,000	\$2,696	2023
Hanover Area Volunteer Fire And	PA	\$98,703	Treasurer	\$2,267	\$2,184	2024
Kendall Fire Department Inc	NY	\$87,748	Treasurer	\$1,000	\$873	2024
Gun Violence Intervention	PA	\$100,000	Project Dire	\$143,857	\$138,583	2024
Monterey Firefighters Community	CA	\$84,620	Ceo	\$3,000	\$2,503	2024
Aft Disaster Relief Fund	DC	\$102,524	President	\$117,597	\$99,687	2024
Trafford Fire Company 1	PA	\$84,553	President/ch	\$595	\$590	2023
Goose Rocks Beach Fire Company	ME	\$103,096	President	\$500	\$484	2024
Tiltonville Volunteer Fire Department	OH	\$103,257	Fire Chief, Vice President	\$3,604	\$3,796	2023
Marble Rock Community Fire Company Inc	IA	\$103,331	President	\$10	\$11	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	107 organizations. Compensation range \$11–\$521,785; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$93,549); for reference, expenses \$65,841 and assets \$233,106.
ROLE MATCH	Debra Junkin, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	79 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Debra Junkin) 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 107 similarly situated organizations (Same NTEE major group (M), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,163 is reasonable (approximately the 79th 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.