

Girls On The Run Of San Diego

Executive Director / CEO

EIN 203588183

CA · NTEE O22

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Natasia De Silva, Executive Director / CEO** (\$95,631) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Natasia De Silva — reported title “Former Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (O22).

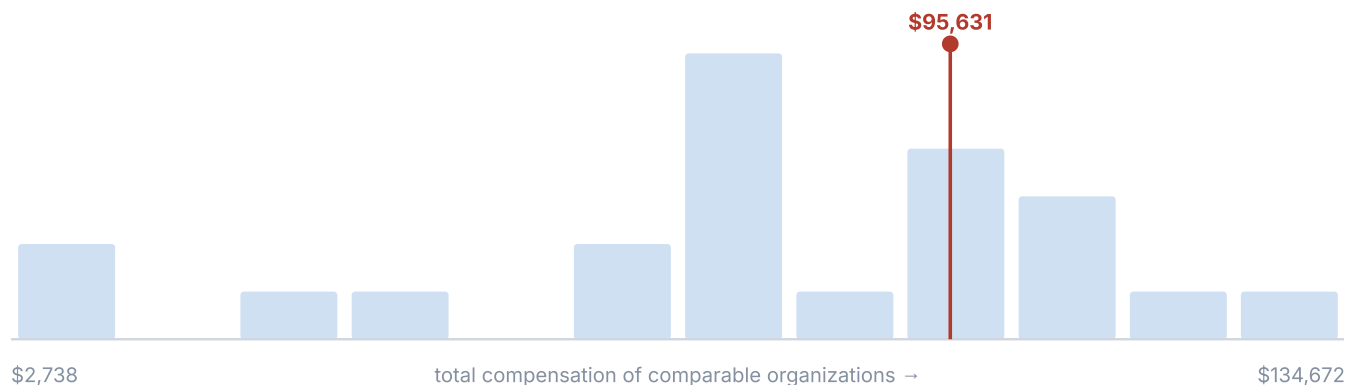
BUDGET Total revenue between \$302,123 and \$676,395 — 0.67x to 1.50x the subject's \$450,930 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O22), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography

→ **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$33,199

\$65,445

\$77,373

\$100,807

\$106,858

\$95,631



■ 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
Girls Incorporated Of Fort Smith	AR	\$444,577	Executive Director	\$67,229	\$90,100	2023
Boys & Girls Club Of Greater Lynchburg	VA	\$444,272	Executive Director	\$89,583	\$100,169	2024
Girls On The Run Of Southeastern	PA	\$417,543	Executive Dir.	\$95,131	\$113,109	2023
Job's Daughters International	NE	\$488,957	Supreme Guardian	\$2,198	\$2,738	2024
Girls On The Run Napa & Solano Inc	CA	\$493,771	Executive Dir.	\$93,500	\$93,500	2024
Girls On The Run Serving Maricopa	AZ	\$499,461	Executive Dir.	\$67,793	\$77,734	2023
Girls On The Run Of Southeastern	MI	\$509,429	Executive Dir.	\$87,143	\$104,165	2024
Girls Incorporated Of Tennessee Valley	TN	\$391,836	Executive Director	\$72,525	\$90,892	2023
Girls On The Run Delaware Inc	DE	\$511,414	Executive Director	\$94,500	\$107,157	2024
Jana Marie Foundation	PA	\$515,734	President	\$5,923	\$7,042	2023
Girls On The Run Of Greater Summit	OH	\$523,409	Executive Di	\$60,000	\$73,595	2024
Girls Incorporated Of Winter Haven	FL	\$374,944	Executive Director	\$68,210	\$76,399	2023
Bay Area Girls Rock Camp	CA	\$370,530	Co-executive	\$32,040	\$32,040	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls Incorporated Of Hamblen County	TN	\$364,110	Executive Director	\$47,720	\$58,089	2024
Girls On The Run Of Los Angeles County	CA	\$543,285	Executive Director Thru May 2025	\$105,131	\$102,421	2025
Gurls Talk Inc	NY	\$335,567	Executive Director	\$125,000	\$134,672	2023
Baya Corporation	IN	\$334,879	Executive Director	\$50,442	\$63,422	2023
Girls Incorporated Of Jacksonville	FL	\$577,907	Exec Dir - F	\$41,167	\$43,632	2025
Girls On The Run Of Central Illinois	IL	\$314,079	Executive Dir.	\$67,642	\$77,012	2024
Elevateher	CO	\$303,841	Executive Dir.	\$64,400	\$71,513	2024
Girlyup Gvl	SC	\$603,125	Executive Dir.	\$62,000	\$72,975	2025
Girls On The Run Nj East Inc	NJ	\$670,516	Executive Dir.	\$97,700	\$101,019	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 22 organizations. Compensation range \$2,738–\$134,672; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$450,930); for reference, expenses \$568,054 and assets \$193,264.

ROLE MATCH Natasia De Silva, reported title "*Former Executive Director*", 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	68 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	68 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 (Natasia De Silva) 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 22 similarly situated organizations (Same NTEE sector (O22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,631 is reasonable (approximately the 68th 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.