

# Heartworks Inc

Executive Director / CEO

EIN 20555551  
 NJ · NTEE O50  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Megan Mcdowell, Executive Director / CEO** (\$78,764) against **every comparable organization** that fit the selection criteria — **495** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

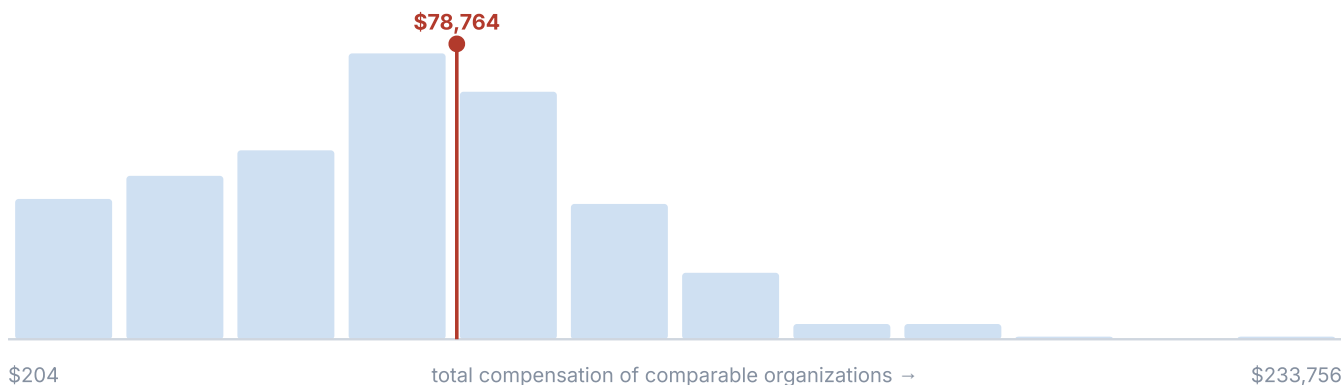
**Benchmarked executive:** Megan Mcdowell — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$246,198 and \$551,191 — 0.67x to 1.50x the subject's \$367,461 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**495** organizations qualified on sector, size, and geography → **495** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,787	\$40,304	\$68,418	\$92,098	\$110,852	<b>\$78,764</b>
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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 NJ 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="#">Girls On The Run Of Greater</a>	MI	\$367,408	Executive Di	\$76,802	<b>\$91,410</b>	2023
<a href="#">Rhode Island Strikers Fc</a>	RI	\$367,671	Vice President/treasurer	\$17,400	<b>\$18,687</b>	2024
<a href="#">Encampment For Citizenship</a>	CA	\$367,995	Executive Director	\$67,560	<b>\$65,340</b>	2024
<a href="#">Solid Foundation Youth Outreach Inc</a>	NJ	\$368,306	Executive Di	\$77,577	<b>\$77,577</b>	2024
<a href="#">Taproot Inc</a>	IA	\$366,495	Director	\$92,500	<b>\$113,438</b>	2024
<a href="#">Aguas Sagradas Inc</a>	CA	\$368,466	Director	\$63,700	<b>\$63,427</b>	2023
<a href="#">10000 Kids Inc</a>	NV	\$368,605	President	\$72,000	<b>\$83,221</b>	2023
<a href="#">Odyssey World Internationaleducation Services</a>	WA	\$369,402	President	\$11,753	<b>\$11,785</b>	2024
<a href="#">We Can Now Inc</a>	TX	\$369,456	President	\$73,059	<b>\$84,271</b>	2023
<a href="#">New Community Project Inc</a>	NY	\$370,800	Founder And Ceo	\$75,000	<b>\$75,906</b>	2024
<a href="#">Core Creative Collective Inc</a>	LA	\$371,183	Board Member	\$103,536	<b>\$131,462</b>	2023
<a href="#">African American Chamber Of San Joaquin Foundation</a>	CA	\$371,277	Ceo/director	\$69,805	<b>\$67,511</b>	2024
<a href="#">Iconoclast Artists</a>	TX	\$363,414	Executive Director	\$60,000	<b>\$69,208</b>	2023
<a href="#">Wonderfully Made Ministry For Girls</a>	TN	\$371,663	President	\$60,000	<b>\$70,638</b>	2024
<a href="#">Own Your Future Outreach Inc</a>	NY	\$371,736	President	\$69,231	<b>\$72,137</b>	2023
<a href="#">The Compass</a>	AK	\$362,975	Executive Dir.	\$78,000	<b>\$83,522</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Columbia Future Forge</a>	WA	\$372,115	Director Secretary	\$4,665	<b>\$4,816</b>	2023
<a href="#">Lakevilla Township Baseball</a>	IL	\$372,353	President	\$180	<b>\$204</b>	2023
<a href="#">Standard Of Athletics Association Inc</a>	TX	\$372,444	Executive Dir.	\$2,600	<b>\$2,999</b>	2023
<a href="#">Black Child Development Institute - Atlanta Inc</a>	GA	\$362,176	President	\$42,000	<b>\$47,299</b>	2024
<a href="#">Square Peg Ministries</a>	GA	\$373,100	Atlarge	\$82,466	<b>\$95,614</b>	2023
<a href="#">Gilford Youth Center</a>	NH	\$373,452	Executive Director	\$85,638	<b>\$88,566</b>	2024
<a href="#">Centershot Ministries Inc</a>	WI	\$373,512	Executive Di	\$81,390	<b>\$98,015</b>	2023
<a href="#">See You At The Top</a>	OH	\$374,065	Curriculum Administrator	\$89,089	<b>\$108,805</b>	2023
<a href="#">Youth Speak Out International Inc</a>	FL	\$360,637	Executive Director	\$100,547	<b>\$108,918</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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** 495 organizations. Compensation range \$204–\$233,756; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$367,461); for reference, expenses \$297,362 and assets \$205,681.

**ROLE MATCH** Megan Mcdowell, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this 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	3 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	71 <sup>st</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Megan Mcdowell) 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 495 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,764 is reasonable (approximately the 63<sup>rd</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 9, 2026.