

Girls On The Run Of Buffalo Inc

Executive Director / CEO

EIN 272193377
 NY · NTEE O50
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Meghan Cavanaugh, Executive Director / CEO** (\$83,760) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

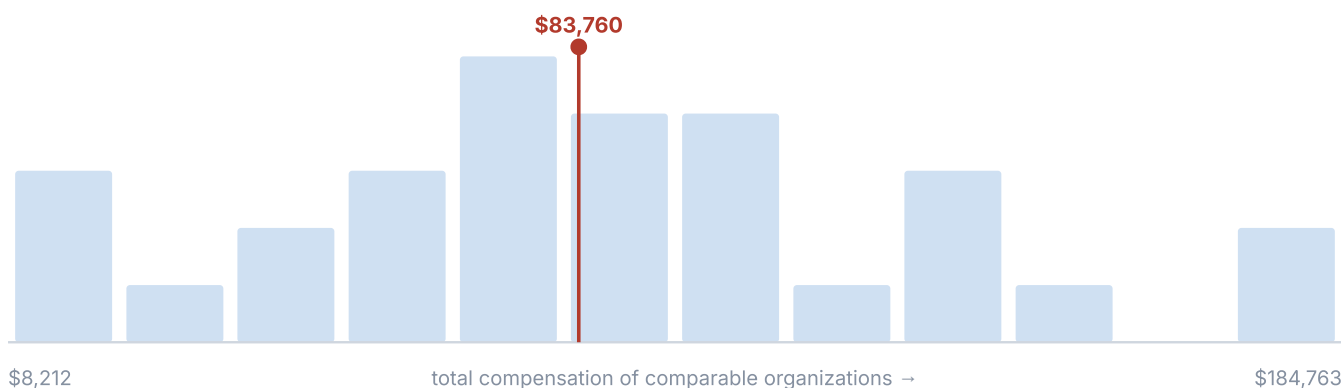
Benchmarked executive: Meghan Cavanaugh — reported title “BOARD MEMBER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (O50).
- BUDGET** Total revenue between \$295,833 and \$662,314 — 0.67x to 1.50x the subject's \$441,543 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (O50) + NY + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$31,365	\$57,742	\$82,117	\$102,646	\$139,848	\$83,760
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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 NY 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
Larchmontmamaroneck Youth Lacrosse	NY	\$440,852	Director	\$8,500	\$8,725	2024
Nycsalt Inc	NY	\$469,111	Founder & Chief Executive Officer	\$162,758	\$171,999	2023
The Relief Zone Inc	NY	\$495,679	Executive Di	\$57,641	\$60,914	2023
4th Family Inc	NY	\$499,407	President	\$32,000	\$33,817	2023
Children Of The City Inc	NY	\$508,015	Executive Director	\$63,577	\$67,187	2023
Own Your Future Outreach Inc	NY	\$371,736	President	\$69,231	\$73,162	2023
New Community Project Inc	NY	\$370,800	Founder And Ceo	\$75,000	\$76,984	2024
Just As I Am Youth Empowerment Inc	NY	\$520,457	Ceo & President	\$130,418	\$137,823	2023
American Debate League Inc	NY	\$358,602	Executive Director	\$95,055	\$97,570	2024
Mission Be Inc	NY	\$357,538	Ceo	\$124,920	\$128,225	2024
Stay-focused Inc	NY	\$528,893	President, Director	\$79,330	\$81,429	2024
12th Rock Ministries Inc	NY	\$353,432	President	\$54,640	\$57,742	2023
Cliff Avril Family Foundation Inc	NY	\$351,214	Secretary	\$88,003	\$90,331	2024
Magic Box Productions Inc	NY	\$537,277	Executive Di	\$95,231	\$97,751	2024
Young Excellence Society Inc	NY	\$537,288	Executive Director	\$54,400	\$57,489	2023
Adirondack Ski Touring Council Inc	NY	\$342,606	Executive Dir.	\$80,000	\$82,117	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peace Of The City Ministries Inc	NY	\$543,677	Board Member/executive Director	\$119,267	\$122,423	2024
Black Men Achieve Of Greater Rochester Inc	NY	\$336,288	Ceo & Program Leader	\$41,225	\$43,566	2023
World Soccer Organization Inc	NY	\$334,856	Director	\$21,000	\$21,556	2024
Pelham Together Inc	NY	\$334,542	Executive Dir.	\$100,000	\$102,646	2024
Still Got Game Foundation Inc	NY	\$558,965	Ed/treasurer	\$180,000	\$184,763	2024
The Determination Center Of Cny Inc	NY	\$564,923	President	\$42,563	\$44,980	2023
Extreme Kids And Crew Inc	NY	\$305,825	Executive Dir.	\$73,769	\$77,957	2023
Lightnings Junior Cheerleading Incorporated	NY	\$300,693	President	\$8,000	\$8,212	2024
Young Masterminds Initiative Inc	NY	\$299,143	Board Chair Ceo	\$84,583	\$89,385	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2025 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 NY 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 29 organizations. Compensation range \$8,212–\$184,763; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$441,543); for reference, expenses \$451,345 and assets \$126,743.

ROLE MATCH Meghan Cavanaugh, reported title *"BOARD MEMBER"*, benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

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	52 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	55 th
All sources (D + E + F), adjusted	52 nd

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 (Meghan Cavanaugh) 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 29 similarly situated organizations (Same NTEE sector (O50) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,760 is reasonable (approximately the 52nd 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.