

Rise Up Reno Prevention Network

Executive Director / CEO

EIN 274664299

KS · NTEE O50

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Carla Smith, Executive Director / CEO** (\$54,284) against **every comparable organization** that fit the selection criteria — **490** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

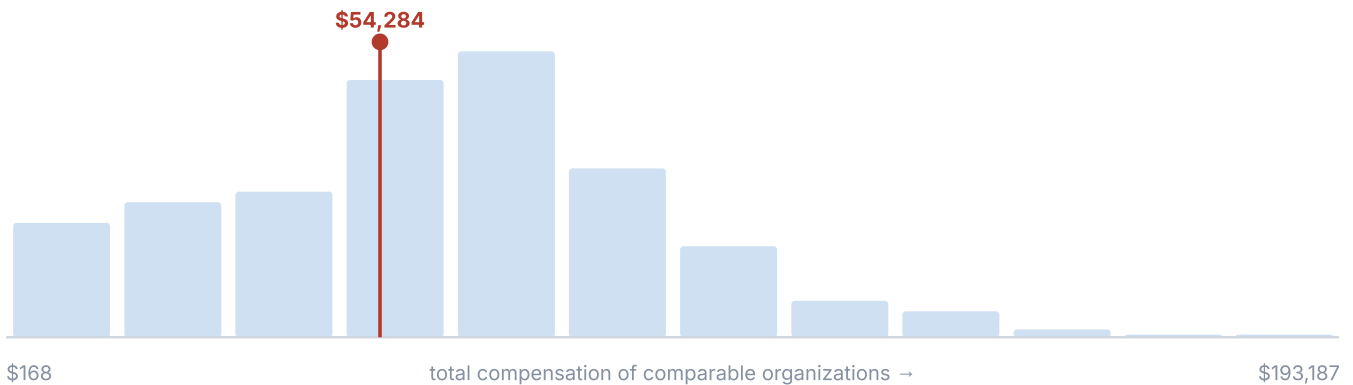
Benchmarked executive: Carla Smith — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$305,134 and \$683,136 — 0.67x to 1.50x the subject's \$455,424 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

490 organizations qualified on sector, size, and geography → **490** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,065	\$41,555	\$63,900	\$82,021	\$102,023	\$54,284
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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 KS 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
Team Kids Inc	CA	\$455,402	Ceo	\$67,538	\$55,577	2023
Kids In Need Of Mchenry County Inc	IL	\$454,795	Executive Dir.	\$48,385	\$44,031	2024
Annie Moses Ministries	TN	\$454,534	Dir And Treas	\$28,444	\$32,036	2021
Girls On The Run Las Vegas	NV	\$456,919	Executive Dir.	\$90,945	\$82,207	2025
Shining Light Community Outreach Foundation	VA	\$453,523	Wump Director	\$36,679	\$32,782	2024
Adventure Works Of Dekalb	IL	\$457,343	Executive Di	\$98,032	\$89,210	2024
The Rock Center	CO	\$457,880	Executive Dir.	\$89,816	\$79,718	2024
Girls On The Run Of Central Ohio	OH	\$458,015	Council Director	\$67,662	\$66,335	2024
Brothers And Sisters Emerging	PA	\$452,617	President And Ceo	\$96,085	\$91,314	2023
Youth Incorporated	TN	\$452,526	Executive Director	\$55,000	\$53,514	2024
Save Girls On Fyer Inc	CT	\$458,759	President, Ceo	\$90,000	\$80,417	2023
Whole Human Project	CO	\$451,844	Executive Dir	\$123,259	\$109,401	2024
Guidance Life Skills And Mentoring Inc	IN	\$450,826	Executive Director	\$33,806	\$33,975	2023
Project Kindred Inc	WI	\$450,053	Executive Dir Through December 2023	\$90,000	\$87,003	2024
Genesis Inc	IA	\$449,883	Executive Director	\$79,262	\$80,333	2024
Camp Kidwell	MI	\$448,721	Camp Directo	\$39,572	\$37,808	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls On The Run Worcester County Inc	MA	\$448,248	Executive Director	\$49,269	\$42,192	2023
Resources To Inspire Students & Educators-dc	DC	\$462,921	Executive Director	\$95,000	\$79,445	2023
Communities In School Of Greenbrier	WV	\$463,401	Executive Dir.	\$75,210	\$77,603	2023
Girls Embracing Mothers Inc	TX	\$463,500	Chair And President	\$89,160	\$82,556	2024
Mill Town Foundation	SC	\$463,666	Director	\$8,730	\$8,430	2024
Boise Youth Sports Complex Inc	ID	\$447,075	President	\$9,020	\$9,144	2023
Club Esteem Inc	FL	\$463,856	Executive Director	\$88,490	\$76,948	2024
Upstate Institute Of Youth Programs	SC	\$446,212	Ceo	\$62,540	\$60,393	2024
Joe's Place Ministries	OR	\$464,999	Executive Di	\$60,262	\$51,801	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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 490 organizations. Compensation range \$168–\$193,187; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$455,424); for reference, expenses \$411,220 and assets \$226,262.

ROLE MATCH Carla Smith, reported title "*EXECUTIVE DI*", 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 9 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	37 th
Total compensation (D + F), as reported (no adjustments)	31 st
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	37 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 (Carla Smith) 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 490 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,284 is reasonable (approximately the 37th 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.