

Boys & Girls Club Of Central Sw Iowa

Executive Director / CEO

EIN 421506920
 IA · NTEE P30
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Heather Schneider, Executive Director / CEO** (\$48,700) against **every comparable organization** that fit the selection criteria — **155** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

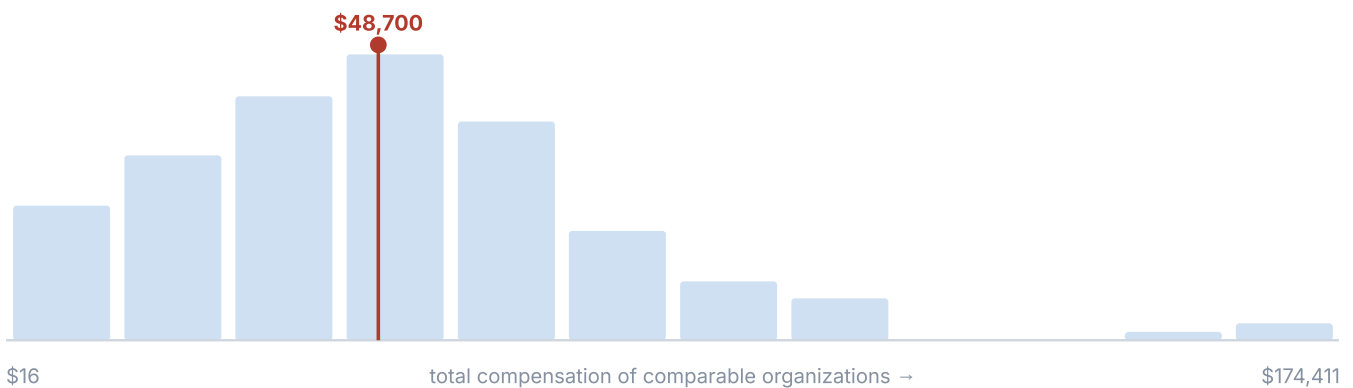
Benchmarked executive: Heather Schneider — reported title “ADMINISTRATOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$158,692 and \$355,281 — 0.67x to 1.50x the subject's \$236,854 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

155 organizations qualified on sector, size, and geography → **155** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,693	\$29,963	\$49,531	\$66,851	\$86,452	\$48,700
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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 IA 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
Child Advocacy Center Of Grant Co	IN	\$237,701	Executive Di	\$66,082	\$65,525	2023
Reinspire	TX	\$235,882	Executive Di	\$39,164	\$35,779	2024
Casa Of St Croix County Inc	WI	\$235,690	Executive Di	\$67,803	\$64,671	2024
Marthas Vineyard Youth Task Force Inc	MA	\$238,323	President	\$18,545	\$14,828	2025
Child Advocacy Centers Of Wisconsin	WI	\$239,529	Executive Director	\$82,688	\$78,869	2024
Florida Guardian Ad Litem Foundation Inc	FL	\$240,198	Ceo	\$79,050	\$69,826	2023
This Child Here Inc	FL	\$240,803	Executive Director	\$36,000	\$30,887	2024
Computers For Kids Inc	CA	\$241,383	Ceo	\$4,875	\$3,958	2023
Gentlemen By Choice Community Development Corporation	NV	\$241,875	Executive Director	\$64,853	\$59,371	2024
Heart To Heart Cac Harveymarionmcperson Cac Inc	KS	\$242,567	Executive Director	\$68,131	\$67,223	2024
Children's Home Society Of America	IL	\$242,887	Managing Dir	\$118,446	\$103,609	2025
House Of Blessing	TX	\$243,008	President	\$55,014	\$50,260	2024
New Creations Ministries Inc	MI	\$230,355	Executive Di	\$40,000	\$37,707	2024
Casa Of The 16th Jdc	LA	\$243,654	Executive Direc	\$46,308	\$45,369	2025
Restore Childhood	NY	\$229,711	Founder	\$40,000	\$33,011	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North River Care Inc	FL	\$244,610	Executive Director	\$60,082	\$53,072	2023
Southeast Casa Program	SD	\$228,923	Executive Di	\$58,483	\$58,948	2024
Advo-kids Casa Inc	GA	\$227,759	Executive Dir.	\$41,438	\$37,072	2025
City Without Orphans	CA	\$227,532	Former Executive Director	\$59,138	\$46,638	2024
Early Matters Inc	TX	\$247,048	Director/president	\$80,000	\$73,086	2024
Urban Family Outreach Inc	TN	\$226,633	Program Director	\$36,643	\$36,216	2023
Ladders For Leaders	TX	\$226,245	Founder/president	\$55,000	\$50,247	2024
Loveland Boxing Gym	CO	\$247,524	President	\$67,067	\$60,468	2023
Enlighten Communications Inc	CO	\$248,085	President	\$64,800	\$56,748	2024
Speak Our Minds Ending The Youth Mental	CO	\$223,129	Executive Director	\$199,158	\$174,411	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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	155 organizations. Compensation range \$16–\$174,411; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$236,854); for reference, expenses \$216,905 and assets \$480,173.
ROLE MATCH	Heather Schneider, reported title " <i>ADMINISTRATOR</i> ", 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.

RELATED-ORG PAY	3 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	49 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	48 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 (Heather Schneider) 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 155 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,700 is reasonable (approximately the 49th 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.