

Girls On The Run Of Northwest Ohio

Executive Director / CEO

EIN 452510404

OH · NTEE N60

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Lee Fearnside, Executive Director / CEO** (\$76,758) 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 **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Lee Fearnside — reported title "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 (N60).

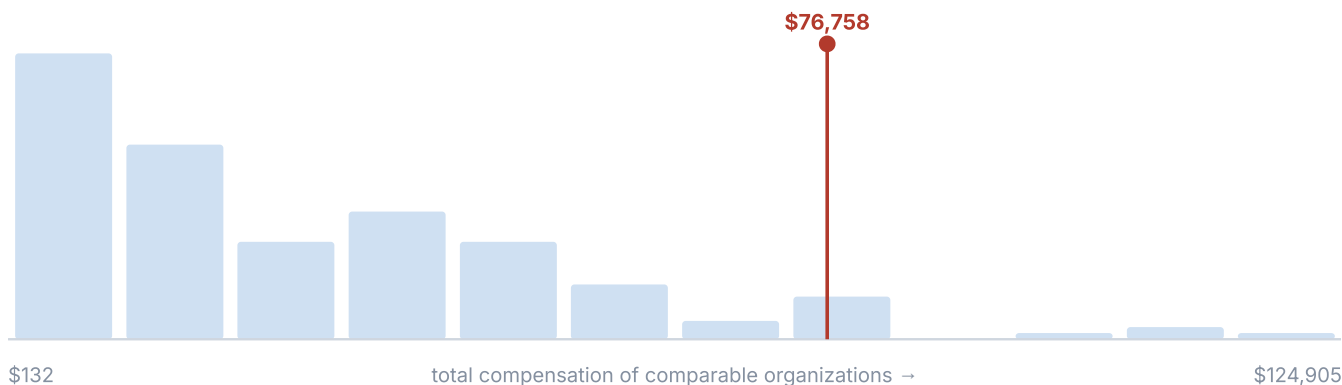
BUDGET Total revenue between \$155,857 and \$348,934 — 0.67x to 1.50x the subject's \$232,623 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N60), 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



\$2,437	\$8,037	\$20,450	\$42,031	\$59,539	\$76,758
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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 OH 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
Westbrook Seals	ME	\$232,818	Head Coach	\$58,938	\$54,285	2025
Red Rock Heat Volleyball Club	UT	\$231,933	Director/pre	\$14,547	\$13,695	2025
Syracuse Chargers Rowing Club Inc	NY	\$231,889	Executive Director	\$17,432	\$14,872	2024
Owatonna Gymnastic Club Inc	MN	\$231,276	Executive Director	\$68,433	\$62,197	2025
Bronxville Youth Lacrosse Association Inc	NY	\$231,037	Director	\$8,000	\$6,825	2024
Orange County Sports Alliance	CA	\$230,882	President	\$11,555	\$9,421	2024
Littleton Youth Sports	CO	\$235,485	President	\$28,008	\$25,356	2024
Arrows Athletics Inc	FL	\$237,150	President	\$19,462	\$17,262	2024
Loveland Volleyball Inc	CO	\$227,604	President	\$4,000	\$3,728	2023
Dive Lab	CA	\$237,642	Director And Cfo	\$5,775	\$4,708	2024
Rallycap Sports Inc	NJ	\$227,603	Executive Director	\$93,381	\$78,718	2024
Northeast United Soccer Club	MN	\$237,766	Executive Director	\$1,000	\$933	2024
Johnston Volleyball Club Inc	IA	\$238,107	Director	\$13,160	\$13,254	2025
New York Bicycling Coalition Inc	NY	\$227,130	Executive Director	\$39,726	\$33,893	2024
Texas 512 Volleyball Club	TX	\$226,876	President	\$62,000	\$60,285	2023
Indiana Youth Rugby Foundation Inc	IN	\$239,619	Executive Dir.	\$56,587	\$58,005	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lax Devils Lacrosse Club Inc	AZ	\$225,623	Defensive Coordinator	\$12,000	\$11,678	2022
The Alexandria Volleyball Club	MN	\$240,315	Director	\$750	\$682	2025
Northern Nevada Aquatics Corp	NV	\$240,599	Director / Head Coach	\$42,000	\$39,748	2024
Maywood Youth Athletic Association Inc	NJ	\$240,944	Advisor	\$250	\$206	2025
Baltimore Sports Academy Inc	MD	\$223,998	Executive Dir.	\$86,676	\$76,508	2024
Maine Ultimate Inc	ME	\$241,811	Director	\$20,000	\$18,908	2024
College Grove Recreation Association Db a College Grove Athletics	TN	\$242,059	Director	\$1,250	\$1,277	2023
Metro Fha	VA	\$223,026	Assignor	\$13,773	\$12,556	2024
Rockford Bmx Club Inc	IL	\$242,730	Secretary	\$11,581	\$10,750	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 \$132–\$124,905; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$232,623); for reference, expenses \$311,147 and assets \$119,817.
ROLE MATCH	Lee Fearnside, reported title "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 4 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	95 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	95 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 (Lee Fearnside) 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 (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,758 is reasonable (approximately the 95th 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.