

Girls On The Run Of The Shenandoah

Executive Director / CEO

EIN 453972189

VA · NTEE O50

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Annoica Ingram, Executive Director / CEO** (\$50,885) against **every comparable organization** that fit the selection criteria — **267** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

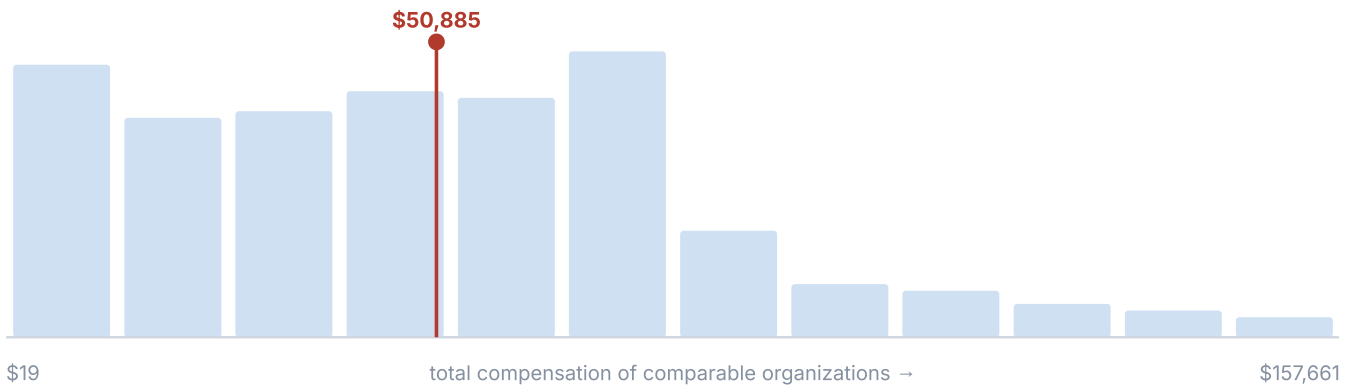
Benchmarked executive: Annoica Ingram — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$113,228 and \$253,497 — 0.67x to 1.50x the subject's \$168,998 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

267 organizations qualified on sector, size, and geography → **267** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,848	\$23,901	\$49,432	\$71,875	\$91,347	\$50,885
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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 VA 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
Horsepower Experiential Learning	MO	\$169,057	Executive Director	\$30,156	\$33,955	2024
Brookline Teen Outreach	PA	\$168,881	Executive Dir.	\$25,000	\$26,503	2024
My Blind Spot Inc	NY	\$169,551	President/treas	\$23,425	\$22,503	2024
Center For The Study Of Boys And	DE	\$170,224	Executive Director	\$44,850	\$48,064	2023
Young Nation	MI	\$167,748	Executive Director	\$62,400	\$68,471	2024
Latinos Count Inc	IN	\$167,459	Executive Dir.	\$24,000	\$27,701	2023
Go For Yours Foundation	CA	\$171,060	President & Ceo	\$30,000	\$28,353	2023
Hornets Hive	MN	\$165,935	Executive Director	\$15,080	\$16,308	2023
Wayfinders On The Hudson Corp	NY	\$172,068	President	\$22,200	\$21,956	2023
Soul River Inc	OR	\$165,888	President	\$80,040	\$79,019	2024
Girls Rock St Pete Inc	FL	\$165,821	Director	\$68,083	\$67,993	2024
Girls On The Run Of The Flint Hills	KS	\$172,372	Executive Dir.	\$64,900	\$72,616	2025
Child Evangelism Fellowship Of Dauphin County Inc	PA	\$164,829	Ministry Director	\$48,787	\$51,722	2024
Rise Above	MI	\$173,456	Executive Di	\$72,116	\$77,092	2025
The Ibelieve Foundation	OH	\$173,515	Executive Director	\$60,000	\$69,554	2023
Cmj Academy Inc	FL	\$173,966	President	\$63,942	\$62,212	2025
Kidnected World	UT	\$163,909	Coo	\$72,000	\$78,339	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Activediscovery Club	CA	\$174,549	Executive Director	\$60,000	\$55,079	2024
Baseball For All Inc	CA	\$174,850	President	\$80,000	\$73,439	2024
Sis Circles Inc	GA	\$162,427	Key Employee	\$63,900	\$68,304	2024
Girls On The Run Greater Connecticut	CT	\$161,914	Executive Director	\$39,334	\$38,196	2025
Young Women Lead Inc	KY	\$161,844	Executive Director	\$56,583	\$64,626	2024
Asun Star Community Outreach Program	NJ	\$176,247	President	\$35,000	\$33,221	2024
Shoreline Sports Foundation	WA	\$161,614	Executive Dir.	\$58,900	\$56,060	2024
Inland Circle	CA	\$161,393	Chief Executive Officer	\$26,550	\$24,372	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	267 organizations. Compensation range \$19–\$157,661; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$168,998); for reference, expenses \$134,546 and assets \$260,461.
ROLE MATCH	Annoica Ingram, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	51 st
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	51 st

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 (Annoica Ingram) 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 267 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,885 is reasonable (approximately the 51st 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.