

Girls On The Run Maine

Executive Director / CEO

EIN 455144500

ME · NTEE B82

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Emily Clark, Executive Director / CEO** (\$83,200) against **every comparable organization** that fit the selection criteria — **219** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

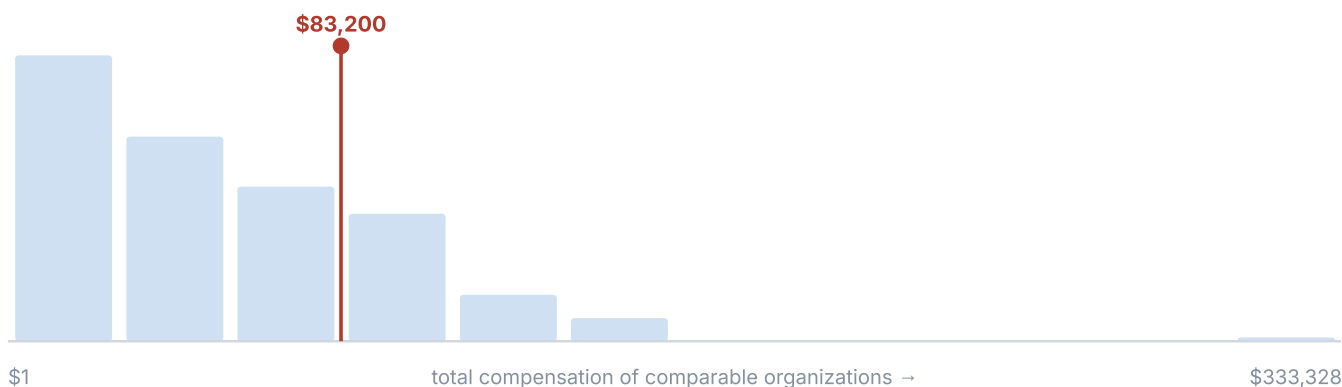
Benchmarked executive: Emily Clark — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$233,224 and \$522,145 — 0.67x to 1.50x the subject's \$348,097 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

219 organizations qualified on sector, size, and geography → **219** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,841	\$20,892	\$44,610	\$78,400	\$109,059	\$83,200
---------	----------	----------	----------	-----------	----------



■ 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 ME 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
Athol High School Scholarship	MA	\$348,255	Treasurer	\$5,000	\$4,359	2024
Inspire Health Foundation Inc	KS	\$349,003	Chief Executive Officer	\$23,229	\$25,062	2023
Education For Tomorrow Alliance	TX	\$346,227	President	\$116,473	\$113,015	2024
North Platte Public Schools	NE	\$351,554	Executive Di	\$59,568	\$60,546	2025
Roever Foundation Inc	TX	\$342,987	President/di	\$60,120	\$60,058	2023
Circle De Luz Inc	NC	\$342,777	Executive Director	\$81,000	\$81,184	2024
Texas Tennis Coaches Association	TX	\$354,243	Executive Director Exec Committee	\$45,000	\$43,664	2024
Sisters Graduate Resource Organization	OR	\$341,327	Program Director	\$17,280	\$15,566	2024
Machine Tool Technologies	CA	\$355,329	President	\$144,000	\$120,615	2024
Fort Bend Forward Inc	TX	\$357,207	President And Ceo	\$9,606	\$9,596	2023
Wonderfolk	OR	\$357,451	Executive Director	\$65,000	\$60,282	2023
Tracy Andrus Foundation	TX	\$359,271	President & Ceo	\$67,500	\$67,431	2023
Public Relations Society Of	NY	\$359,503	Cfo	\$57,668	\$50,548	2024
Brian M Anselmo Memorial	MO	\$359,794	Executive Di	\$79,992	\$84,610	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
See Ya Later Foundation Inc	OR	\$336,005	Executive Dir.	\$64,896	\$58,458	2024
Kentucky Engineering Foundationinc	KY	\$360,898	Executive Di	\$4,532	\$4,602	2025
Sustainable Tulsa Inc	OK	\$361,589	Executive Dir.	\$103,188	\$110,217	2024
Mesa Public Schools Foundation	AZ	\$332,764	Treas/int Ed	\$36,668	\$34,207	2024
Ashby Legacy Fund	MN	\$365,388	President	\$24,000	\$23,003	2024
Able Flight Inc	NC	\$330,657	Executive Director	\$92,000	\$92,210	2024
College Access Partnership Inc	CA	\$330,136	Dir/secty-treas	\$90,100	\$75,468	2024
Carmel Clay Education Foundation	IN	\$367,192	Executive Director	\$82,352	\$86,729	2023
Florence Bernard - Alta Miller	MD	\$368,118	Trustee	\$54,899	\$49,786	2024
The More Foundation	OK	\$327,716	Executive Director	\$71,200	\$78,296	2023
Investments & Wealth Foundation	CO	\$327,522	Iwi Ceo/executive Director	\$135,157	\$129,425	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME cost of living and 2023 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 ME 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 **219** organizations. Compensation range \$1–\$333,328; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$348,097); for reference, expenses \$353,213 and assets \$297,205.
ROLE MATCH	Emily Clark, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	76 th
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	80 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 (Emily Clark) 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 219 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,200 is reasonable (approximately the 76th 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.