

# Girls On The Run Capital Region

Executive Director / CEO

EIN 464259194  
 NY · NTEE Z99  
 FY ending 2025-06-30  
 June 10, 2026

This analysis benchmarks the total compensation of **Sarah Smith Syden, Executive Director / CEO** (\$71,894) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

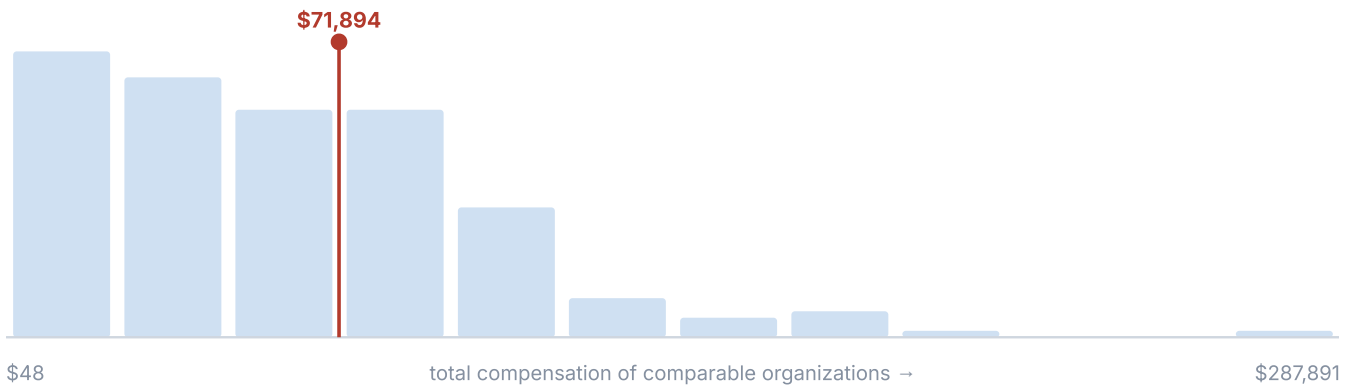
**Benchmarked executive:** Sarah Smith Syden — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

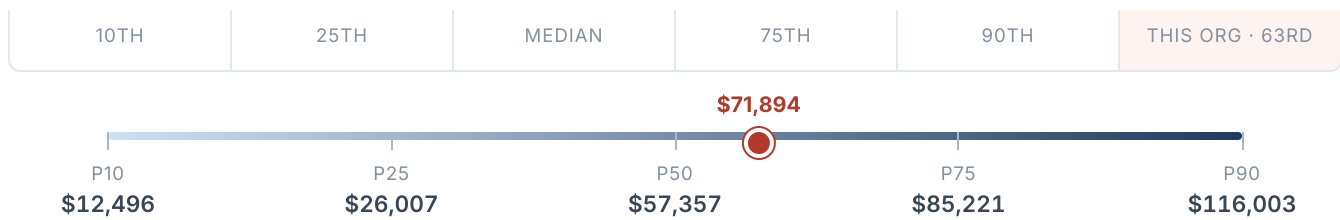
SECTOR	Organizations sharing the subject's NTEE classification (Z99).
BUDGET	Total revenue between \$181,665 and \$406,714 — 0.67x to 1.50x the subject's \$271,143 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

**189** organizations qualified on sector, size, and geography → **189** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,496	\$26,007	\$57,357	\$85,221	\$116,003	\$71,894
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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 NY 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
<a href="#">Greenview Apartments Inc</a>	MN	\$270,880	President	\$65,715	<b>\$75,939</b>	2023
<a href="#">Sentinel Group</a>	WA	\$270,835	Chairman And President	\$21,419	<b>\$22,427</b>	2023
<a href="#">Garagiste Events Inc</a>	CA	\$271,614	President	\$29,500	<b>\$28,936</b>	2024
<a href="#">Day Seven Ministries Inc</a>	PA	\$271,876	Executive Director	\$70,000	<b>\$79,295</b>	2024
<a href="#">Northside Shares Help Inc</a>	GA	\$268,671	Executive Director	\$26,381	<b>\$30,131</b>	2024
<a href="#">James Demelo Ministries</a>	TX	\$274,491	President	\$150,000	<b>\$170,443</b>	2024
<a href="#">Nwgm Title Holding Company li Inc</a>	NH	\$267,740	President	\$19,521	<b>\$19,947</b>	2025
<a href="#">North Texas Seniors Golf Association</a>	TX	\$267,045	President	\$42	<b>\$48</b>	2024
<a href="#">Sharecare Faith In Action</a>	PA	\$275,686	Executive Dir.	\$63,041	<b>\$71,412</b>	2024
<a href="#">Snoqualmie Valley Preservation Alliance</a>	WA	\$264,774	Executive Dir.	\$88,125	<b>\$89,624</b>	2024
<a href="#">Music Mends Minds Inc</a>	CA	\$278,012	Executive Director	\$98,000	<b>\$96,126</b>	2024
<a href="#">Serve Orlando Inc</a>	FL	\$262,554	President	\$57,050	<b>\$60,879</b>	2024
<a href="#">Wisconsin Ffa Center Inc</a>	WI	\$262,304	Executive Di	\$85,858	<b>\$101,856</b>	2024
<a href="#">Mexico Missions Inc</a>	OK	\$261,818	President	\$6,500	<b>\$8,130</b>	2024
<a href="#">Slavic International Association</a>	WA	\$283,976	President	\$57,600	<b>\$58,580</b>	2024
<a href="#">Storeydreams Foundation Inc</a>	CA	\$284,256	President	\$153,377	<b>\$154,888</b>	2023
<a href="#">Orcas Open Arts</a>	WA	\$257,731	President	\$18,400	<b>\$18,713</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Broken Men Foundation</a>	VA	\$284,925	Chief Officer	\$15,100	<b>\$16,562</b>	2024
<a href="#">Unitypoint Health-marshalltown</a>	IA	\$285,145	Former President/ceo Amhc (To 8/23)	\$136,439	<b>\$169,699</b>	2024
<a href="#">Wisconsin Environmental Initiative Inc</a>	WI	\$285,741	President	\$235,712	<b>\$287,891</b>	2023
<a href="#">Friends Of The Children's Justice</a>	HI	\$256,351	Executive Director	\$65,676	<b>\$66,793</b>	2024
<a href="#">Main Street Ottumwa</a>	IA	\$254,654	Executive Di	\$33,965	<b>\$41,156</b>	2025
<a href="#">Northeast States Emergency Consortium Inc</a>	MA	\$289,654	Executive Director	\$89,364	<b>\$91,219</b>	2024
<a href="#">The Portland Fellowship</a>	OR	\$252,107	Executive Director	\$94,400	<b>\$99,582</b>	2024
<a href="#">Science Arts Sports Center For Children Inc</a>	CO	\$251,200	Principal	\$64,020	<b>\$69,732</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	189 organizations. Compensation range \$48–\$287,891; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$271,143); for reference, expenses \$259,823 and assets \$102,841.
ROLE MATCH	Sarah Smith Syden, reported title <i>"Executive Dir."</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	27 peers 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	70 <sup>th</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	50 <sup>th</sup>

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 (Sarah Smith Syden) 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 10, 2026, comparing compensation against 189 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,894 is reasonable (approximately the 63<sup>rd</sup> 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 10, 2026.