

# Girls On The Run Napa & Solano Inc

Executive Director / CEO

EIN 550906534

CA · NTEE O22

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Janet Todd, Executive Director / CEO** (\$93,500) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

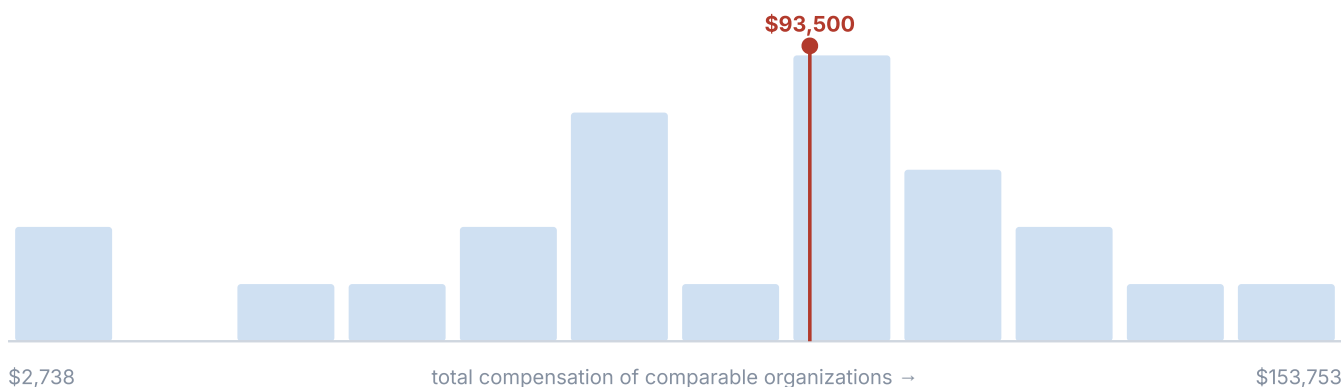
**Benchmarked executive:** Janet Todd — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O22).
BUDGET	Total revenue between \$330,826 and \$740,656 — 0.67x to 1.50x the subject's \$493,771 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O22), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$34,358	\$68,199	\$90,892	\$105,661	\$126,196	\$93,500
----------	----------	----------	-----------	-----------	----------



## ■ 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 CA 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="#">Job's Daughters International</a>	NE	\$488,957	Supreme Guardian	\$2,198	<b>\$2,738</b>	2024
<a href="#">Girls On The Run Serving Maricopa</a>	AZ	\$499,461	Executive Dir.	\$67,793	<b>\$77,734</b>	2023
<a href="#">Girls On The Run Of Southeastern</a>	MI	\$509,429	Executive Dir.	\$87,143	<b>\$104,165</b>	2024
<a href="#">Girls On The Run Delaware Inc</a>	DE	\$511,414	Executive Director	\$94,500	<b>\$107,157</b>	2024
<a href="#">Jana Marie Foundation</a>	PA	\$515,734	President	\$5,923	<b>\$7,042</b>	2023
<a href="#">Girls On The Run Of Greater Summit</a>	OH	\$523,409	Executive Di	\$60,000	<b>\$73,595</b>	2024
<a href="#">Girls On The Run Of San Diego</a>	CA	\$450,930	Former Executive Director	\$95,631	<b>\$95,631</b>	2024
<a href="#">Girls Incorporated Of Fort Smith</a>	AR	\$444,577	Executive Director	\$67,229	<b>\$90,100</b>	2023
<a href="#">Boys &amp; Girls Club Of Greater Lynchburg</a>	VA	\$444,272	Executive Director	\$89,583	<b>\$100,169</b>	2024
<a href="#">Girls On The Run Of Los Angeles County</a>	CA	\$543,285	Executive Director Thru May 2025	\$105,131	<b>\$102,421</b>	2025
<a href="#">Girls On The Run Of Southeastern</a>	PA	\$417,543	Executive Dir.	\$95,131	<b>\$113,109</b>	2023
<a href="#">Girls Incorporated Of Jacksonville</a>	FL	\$577,907	Exec Dir - F	\$41,167	<b>\$43,632</b>	2025
<a href="#">Girls Incorporated Of Tennessee Valley</a>	TN	\$391,836	Executive Director	\$72,525	<b>\$90,892</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Girlyup Gvl</a>	SC	\$603,125	Executive Dir.	\$62,000	<b>\$72,975</b>	2025
<a href="#">Girls Incorporated Of Winter Haven</a>	FL	\$374,944	Executive Director	\$68,210	<b>\$76,399</b>	2023
<a href="#">Bay Area Girls Rock Camp</a>	CA	\$370,530	Co-executive	\$32,040	<b>\$32,040</b>	2024
<a href="#">Girls Incorporated Of Hamblen County</a>	TN	\$364,110	Executive Director	\$47,720	<b>\$58,089</b>	2024
<a href="#">Gurls Talk Inc</a>	NY	\$335,567	Executive Director	\$125,000	<b>\$134,672</b>	2023
<a href="#">Baya Corporation</a>	IN	\$334,879	Executive Director	\$50,442	<b>\$63,422</b>	2023
<a href="#">Girls On The Run Nj East Inc</a>	NJ	\$670,516	Executive Dir.	\$97,700	<b>\$101,019</b>	2024
<a href="#">Girls On The Run Of South Central</a>	WI	\$679,959	Executive Dir.	\$99,005	<b>\$123,278</b>	2023
<a href="#">Girls Incorporated Of Pinellas</a>	FL	\$703,977	Executive Director	\$141,327	<b>\$153,753</b>	2024
<a href="#">Boys &amp; Girls Club Of Southern Maryland</a>	MD	\$733,027	Ceo	\$117,231	<b>\$126,925</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 23 organizations. Compensation range \$2,738–\$153,753; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$493,771); for reference, expenses \$490,940 and assets \$86,682.

ROLE MATCH	Janet Todd, reported title " <i>Executive Dir.</i> ", 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	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	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	61 <sup>st</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Janet Todd) 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 23 similarly situated organizations (Same NTEE sector (O22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,500 is reasonable (approximately the 52<sup>nd</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 9, 2026.