

Georgia Head Start Association Inc

Executive Director / CEO

EIN 582109990
 GA · NTEE S41Z
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Juanita Yancey, Executive Director / CEO** (\$67,371) against **every comparable organization** that fit the selection criteria — **447** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

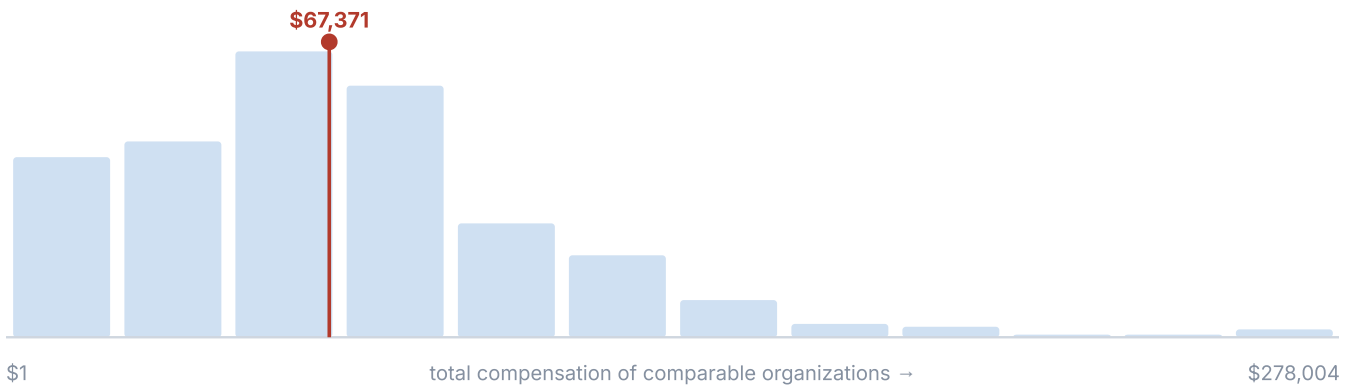
Benchmarked executive: Juanita Yancey — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41Z).
BUDGET	Total revenue between \$148,433 and \$332,313 — 0.67x to 1.50x the subject's \$221,542 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

447 organizations qualified on sector, size, and geography → **447** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,603	\$38,199	\$63,763	\$89,663	\$124,281	\$67,371
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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 GA 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
Real Estate Association Of Puget Sound	WA	\$221,839	Chairman	\$70,900	\$64,996	2023
Bedford Chamber Of Commerce Inc	VA	\$221,895	President	\$55,108	\$54,482	2023
Rogue Valley Vintners	OR	\$222,028	Executive Director	\$80,500	\$76,545	2023
Missouri State Assessors Association	MO	\$220,614	Secretary	\$300	\$316	2024
Nw High Performance	OR	\$222,514	Executive Dir.	\$134,514	\$127,905	2023
Greater Fairbanks Board Of Realtors	AK	\$220,348	Executive Di	\$85,522	\$81,317	2024
Adams County Chamber Of Commerce Inc	WI	\$220,256	Executive Director	\$50,000	\$51,933	2024
The Lower Niagara River Region Chamber	NY	\$222,922	Past President	\$82,458	\$74,105	2024
Ark Residential Assisted Living Asn	AR	\$220,069	Executive Director	\$132,600	\$152,615	2023
Next Generation In Trucking Association	KY	\$223,098	President	\$141,413	\$155,564	2023
Downtown Moorhead Inc	MN	\$219,938	President/ceo	\$170,346	\$167,403	2024
Shelby County Economic Development Board Inc	MO	\$219,838	Employee	\$129,386	\$140,318	2023
Veterinary Specialty Practice Alliance Inc	OH	\$223,460	Executive Director	\$62,400	\$65,731	2024
Owners' Counsel Of America Inc	ID	\$219,558	Executive Di	\$67,500	\$71,414	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Blair Chiropractic Membership	AL	\$223,589	Executive Director	\$66,824	\$71,799	2024
Icti C A R E Foundation Inc	NY	\$223,734	Bookkeeper	\$132,215	\$118,821	2024
Creative Enterprise Zone	MN	\$223,848	Executive Di	\$91,528	\$89,947	2024
Western Medical Center	CA	\$223,931	Chief Of Staff	\$60,000	\$53,049	2023
Welding Research Council Inc	OH	\$224,007	Secretary	\$25,000	\$27,112	2023
Missouri Ambulance Association	MO	\$219,053	Executive Director	\$16,500	\$17,381	2024
Colerain Chamber Of Commerce Inc	OH	\$218,999	President	\$74,500	\$80,795	2023
Denver Petroleum Club Inc	CO	\$224,516	Executive Director	\$90,000	\$85,828	2024
Nevada Petroleum Marketers &	UT	\$224,761	State Execut	\$80,285	\$81,722	2024
United Vegetable Growers Cooperative	CA	\$225,143	Ceo	\$250,000	\$214,698	2024
Oregon Cheese Guild	OR	\$217,494	Executive Director	\$84,000	\$77,582	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **447** organizations. Compensation range \$1–\$278,004; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$221,542); for reference, expenses \$215,665 and assets \$475,216.
ROLE MATCH	Juanita Yancey, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	53 rd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	50 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 (Juanita Yancey) 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 447 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$67,371 is reasonable (approximately the 53rd 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.