

Rejoice Ministries Inc

Executive Director / CEO

EIN 621791396

TN · NTEE A63

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Sharyn Mahoney, Executive Director / CEO** (\$65,160) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

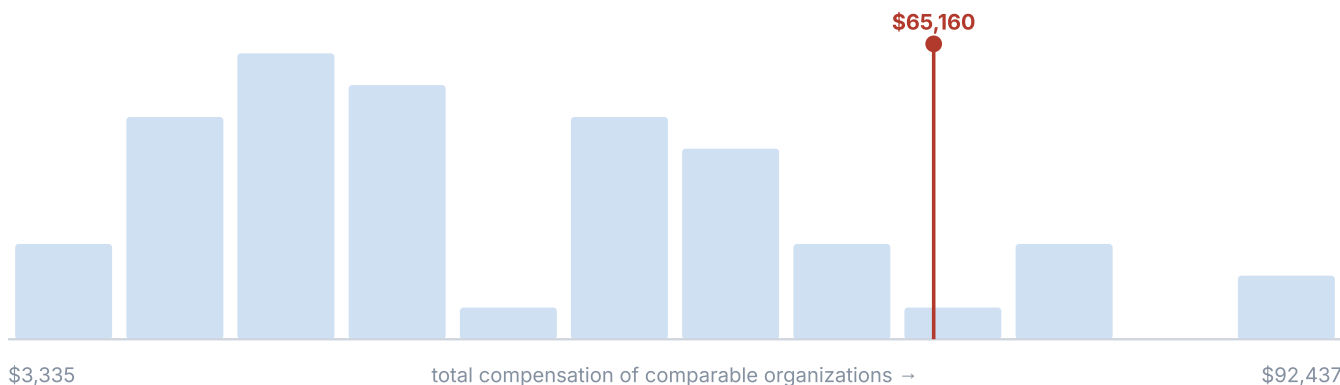
Benchmarked executive: Sharyn Mahoney — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (A63).
BUDGET	Total revenue between \$231,359 and \$517,968 — 0.67x to 1.50x the subject's \$345,312 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (A63), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,738	\$21,625	\$32,000	\$49,651	\$65,332	\$65,160
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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 TN 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
Tulsa Ballet Theatre Trust Fund	FL	\$347,279	Trustee	\$55,578	\$49,671	2024
Champaign-urbana Ballet	IL	\$354,969	Executive Director	\$56,616	\$51,588	2025
Andalusia Ballet Association	AL	\$356,670	Secretary/tr	\$29,496	\$31,211	2023
Ballet Etudes Of South Florida Inc	FL	\$329,657	Director	\$15,413	\$13,775	2024
Dimensions Dance Theater Of Miami Inc	FL	\$363,013	President	\$24,086	\$21,526	2024
Southwest Virginia Ballet Company	VA	\$363,594	Art Director	\$60,658	\$57,365	2023
Performing Arts School Of Central Pa	PA	\$364,121	School Director	\$18,183	\$17,251	2024
Azara Ballet Inc	FL	\$365,205	Director	\$64,200	\$57,377	2024
Akhmedova Ballet Foundation Inc	MD	\$322,174	President	\$62,008	\$55,151	2024
Northeast Atlanta	GA	\$317,332	Artistic Director	\$75,700	\$72,412	2024
Miami Valley Ballet Theatre Inc	OH	\$315,444	Ceo	\$59,617	\$58,523	2025
Syracuse City Ballet Inc	NY	\$378,355	Executive Director	\$15,769	\$13,957	2023
Mississippi Metropolitan Ballet	MS	\$380,724	Former Executive Director	\$19,667	\$20,838	2024
Kingsport Ballet	TN	\$382,919	Executive Di	\$43,750	\$43,750	2024
On Stage Theatrical Productions Inc	MA	\$306,386	Director	\$7,205	\$6,001	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Academy Of Ballet Arts Inc	FL	\$303,715	President	\$29,925	\$26,745	2024
Royal Expressions Contemporary Ballet	NC	\$297,417	Founding Director	\$20,701	\$20,349	2024
Cary Ballet Company	NC	\$294,785	Artistic Director	\$16,000	\$15,728	2024
Morballet Inc	NY	\$397,888	President	\$35,596	\$30,601	2024
Ballet Theatre Of Carmel Academy Ltd	IN	\$291,185	Associate Artistic Directo	\$5,004	\$5,020	2024
Ballet Repertory Theatre Of New Mexico	NM	\$288,188	Executive & Artist Director	\$53,333	\$54,572	2024
Ballet Frontier Of Texas	TX	\$405,308	Artistic Director	\$47,375	\$45,084	2024
Metropolitan Ballet Theatre Inc	GA	\$275,350	Artistic Director	\$35,184	\$32,788	2025
Wichita Falls Ballet Theatre Inc	TX	\$419,261	Executive Director	\$26,985	\$25,680	2024
Ballet Works Inc	MN	\$419,448	Executive Director	\$54,150	\$49,591	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	50 organizations. Compensation range \$3,335–\$92,437; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$345,312); for reference, expenses \$320,742 and assets \$65,470.
ROLE MATCH	Sharyn Mahoney, reported title "EXECUTIVE DIRECTOR", 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 1 peer 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	90 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	88 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 (Sharyn Mahoney) 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 50 similarly situated organizations (Same NTEE sector (A63), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,160 is reasonable (approximately the 90th 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.