

Ellie's Army Inc

Executive Director / CEO

EIN 651134410

FL · NTEE G20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Romina Metzlar, Executive Director / CEO** (\$61,077) against **every comparable organization** that fit the selection criteria — **367** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36th** percentile of comparable organizations within the typical range

Benchmarked executive: Romina Metzlar — reported title "ASSISTANT DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (G20).

BUDGET Total revenue between \$285,633 and \$639,478 — 0.67x to 1.50x the subject's \$426,319 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

367 organizations qualified on sector, size, and geography → **367** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$22,082	\$46,294	\$77,772	\$104,192	\$129,410	\$61,077
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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 FL 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
Team Telomere Inc	ID	\$428,474	Executive Director	\$125,000	\$141,548	2024
Legal Information Network For Cancer	VA	\$424,157	Executive Director	\$87,599	\$92,694	2023
Richmond County Cancer Care Treasure Shop	NC	\$428,648	President	\$106,483	\$120,579	2023
Beautiful Gate Outreach Center Inc	DE	\$423,891	Program Director	\$66,083	\$70,913	2023
Corporacion El Punto En La Montana	PR	\$422,445	Velez	\$46,080	\$46,080	2024
Sickle Cell Disease Association Of America	PA	\$431,379	Executive Director	\$80,000	\$84,923	2024
The Parkinson Council	PA	\$420,894	Chief Executive Officer	\$118,511	\$125,804	2024
New York State Rheumatology Society Inc	NY	\$431,860	President	\$6,500	\$6,252	2024
Partners For Breast Cancer Careinc	FL	\$420,454	Executive Di	\$99,245	\$99,245	2024
Wyoming Breast Cancer Initiative	WY	\$432,506	Executive Di	\$71,205	\$83,561	2023
National Education Alliance For	NJ	\$433,633	Executive Director	\$144,250	\$141,147	2023
Ashland County Cancer	OH	\$433,810	Executive Di	\$63,499	\$73,707	2023
Pink Hands Of Hope	PA	\$433,918	Executive Di	\$50,738	\$55,452	2023
Good Samaritan Institute For Research And Education	CA	\$435,247	System President & Ceo	\$38,737	\$35,606	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Autistic Self-reliance Support Network	OH	\$435,416	Cofounder And Co-executive Director	\$82,152	\$92,622	2024
National Pain Advocacy Center	CO	\$435,642	Executive Director	\$176,815	\$180,477	2024
Mitoaction Inc	MI	\$416,574	Ceo	\$111,765	\$122,799	2024
Next Step Kansas City Inc	KS	\$436,300	Executive Director	\$59,855	\$70,866	2023
Huntington's Disease Youth Organization	MI	\$415,962	Executive Director	\$110,000	\$120,860	2024
Association For The Visually Impaired	NY	\$437,032	Ceo/ed	\$41,132	\$39,565	2024
Nebraska Transition College	NE	\$413,872	Executive Director	\$85,000	\$94,809	2025
Coalition For Headache And Migraine Patients	CA	\$413,287	Executive Director	\$140,000	\$128,686	2024
The Arc Of Southwest Colorado Inc	CO	\$413,095	Executive Di	\$86,000	\$87,781	2024
My Time Inc	NY	\$439,914	Executive Directors	\$99,595	\$95,800	2024
Autism Society Of Greater Akron	OH	\$412,520	Exec. Direc,	\$100,832	\$113,683	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **367** organizations. Compensation range \$199–\$790,443; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$426,319); for reference, expenses \$503,353 and assets \$1,176,237.
ROLE MATCH	Romina Metzlar, reported title "ASSISTANT DIRECTOR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	36 th
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	29 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 (Romina Metzlar) 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 367 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,077 is reasonable (approximately the 36th 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.