

Student Runners Of Orange County Inc

Executive Director / CEO

EIN 800209885

CA · NTEE O50

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Andrea Kooiman, Executive Director / CEO** (\$50,000) 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 **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Andrea Kooiman — 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 (O50).

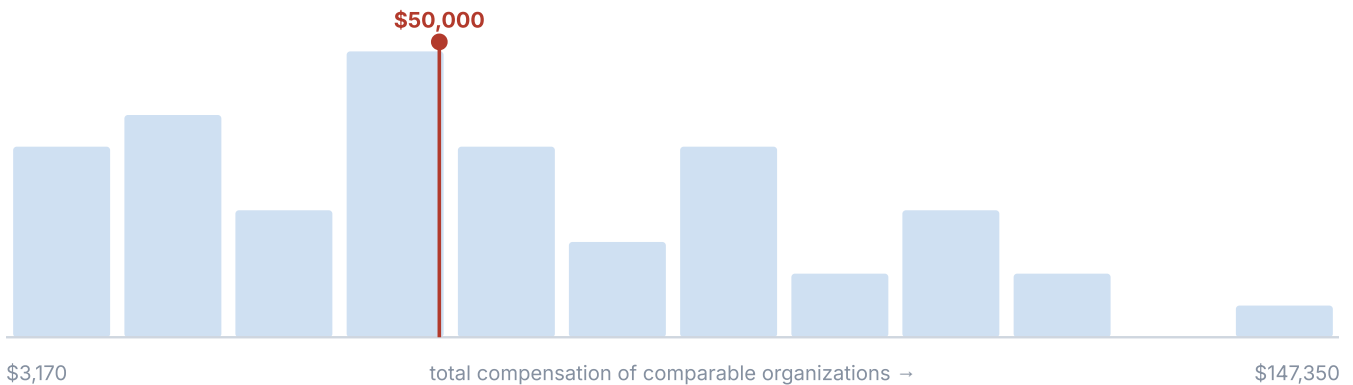
BUDGET Total revenue between \$145,008 and \$324,646 — 0.67x to 1.50x the subject's \$216,431 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50) + CA + 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



\$13,083	\$26,627	\$50,578	\$78,179	\$104,172	\$50,000
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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 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
Mountains 2 Sea	CA	\$219,066	Executive Director And Field Instructor	\$78,747	\$78,747	2025
Sasc	CA	\$213,204	Secretary	\$6,575	\$6,749	2024
Sunbeam Kids International	CA	\$220,055	Secretary	\$12,000	\$13,201	2022
805 Mustangs Llc	CA	\$211,639	President	\$72,000	\$73,905	2024
Academy Project	CA	\$221,677	Exeuctive Director/president	\$24,709	\$25,363	2024
Helping Our People Eat	CA	\$210,750	Ceo	\$18,626	\$19,119	2024
Restorative Resources	CA	\$222,393	Executive Dir.	\$46,600	\$47,833	2024
Girls On The Run Riverside	CA	\$224,544	Executive Director	\$65,068	\$65,068	2025
10-10 Academy	CA	\$207,742	Secretary	\$53,403	\$53,403	2025
Franklin Kids	CA	\$206,402	President	\$40,500	\$42,799	2023
Dream Weavers Helping Dreams Become Reality	CA	\$204,500	President	\$90,800	\$93,202	2024
Servicing Every Soul	CA	\$204,289	Board Member/executive Director	\$15,600	\$16,013	2024
Black Surf Santa Cruz Inc	CA	\$202,836	President	\$85,067	\$89,897	2023
Joyful Child Foundation-in Memory Of Samantha Runion	CA	\$231,819	Executive Director	\$47,640	\$50,345	2023
Elevate Your G A M E	CA	\$200,362	Exec Director/secretary	\$67,127	\$68,903	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Accelerate Education Group	CA	\$239,395	President	\$27,600	\$28,330	2024
Sebastopol Sea Serpents	CA	\$240,202	Head Coach	\$143,552	\$147,350	2024
Mission Youth Soccer League	CA	\$190,340	League Director	\$73,983	\$78,184	2023
Nature Rangers Wilderness Programs	CA	\$243,102	Executive Director	\$46,489	\$47,719	2024
City Hearts Kids Say Yes To The	CA	\$243,926	Executive Di	\$101,250	\$103,929	2024
Student Movement Of Justice And Opportunity	CA	\$246,623	Executive Director	\$38,400	\$39,416	2024
Latinx In Gaming Nfp	CA	\$182,491	President	\$10,459	\$11,053	2023
Venture Free Foundation	CA	\$251,027	Executive Director	\$46,800	\$48,038	2024
Youth Utilizing Power And Praise Organization	CA	\$252,823	Executive Director	\$54,000	\$57,066	2023
Baseball For All Inc	CA	\$174,850	President	\$80,000	\$82,117	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT 50 organizations. Compensation range \$3,170–\$147,350; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$216,431); for reference, expenses \$208,766 and assets \$88,334.

ROLE MATCH Andrea Kooiman, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	48 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	48 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 (Andrea Kooiman) 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 (O50) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 48th 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.