

Journey Forward Mentoring

Executive Director / CEO

EIN 820977074

TX · NTEE O30

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Anjulie Ponce, Executive Director / CEO** (\$57,500) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

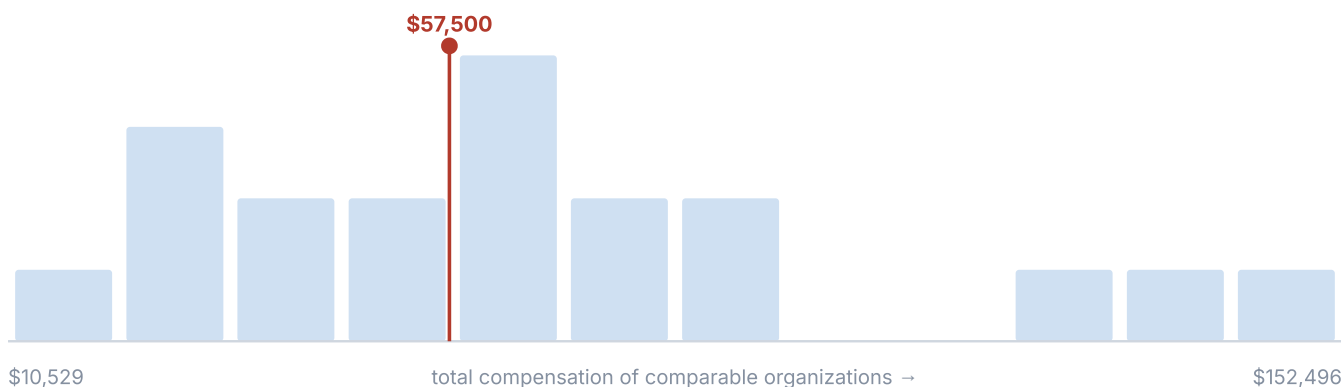
Benchmarked executive: Anjulie Ponce — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O30).
BUDGET	Total revenue between \$205,672 and \$460,461 — 0.67x to 1.50x the subject's \$306,974 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O30), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,226	\$39,894	\$58,279	\$81,252	\$128,486	\$57,500
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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 TX 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
Volunteers For Youth Inc	NC	\$321,949	Executive Dir.	\$43,885	\$44,030	2024
Champions Of Youth Inc	IN	\$285,623	Executive Dir.	\$55,120	\$58,109	2023
San Miguel Mentoring Program	CO	\$329,675	Executive Di	\$93,170	\$86,749	2024
You Can Mentor Inc	TX	\$331,294	Executive Dir.	\$157,000	\$152,496	2024
Buffalo & Western New York	NY	\$274,371	Secretary	\$12,000	\$10,529	2024
House Of Shiloh Family Services Inc	TX	\$342,758	Director	\$60,000	\$58,279	2024
Joshua And Caleb Leadership Centre	OH	\$344,929	President	\$73,658	\$75,754	2024
Maine Sports Group	ME	\$254,847	Secretary	\$31,200	\$30,336	2024
Trusted Mentors Inc	IN	\$360,676	Executive Director	\$45,972	\$48,465	2023
Big Brothers Big Sisters Of The Upstate	SC	\$362,983	Ceo	\$63,844	\$64,673	2024
Man Up Mentoring Inc	FL	\$247,790	Executive Director And Co-founder	\$39,200	\$35,757	2024
Great Life Mentoring	OR	\$373,727	Executive Director	\$99,781	\$89,975	2024
Miracle League Of Connecticut Inc	CT	\$227,040	Executive Director	\$73,275	\$66,712	2024
Mosaic Mentoring Of North Alabama Inc	AL	\$222,541	Ceo	\$49,900	\$53,892	2023
Speakhire Inc	NY	\$398,262	Exe. Director	\$140,275	\$126,717	2023
The Mentoring Partnership Of Sw Pa	PA	\$403,179	Executive Director	\$139,996	\$135,562	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Hampton's Academy Inc	IN	\$418,758	Ceo	\$33,229	\$34,026	2024
Grandparents Raising Grandchildren Information Center Of La	LA	\$428,589	Contractor	\$23,180	\$24,784	2024
Athletes For Kids	WA	\$438,031	Executive Director	\$81,020	\$72,515	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2023 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 TX 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	19 organizations. Compensation range \$10,529–\$152,496; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$306,974); for reference, expenses \$275,363 and assets \$80,998.
ROLE MATCH	Anjulie Ponce, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	42nd
Total compensation (D + F), as reported (no adjustments)	47th
Reportable pay only (column D), adjusted	42nd

All sources (D + E + F), adjusted

42nd

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 (Anjulie Ponce) 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 19 similarly situated organizations (Same NTEE sector (O30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,500 is reasonable (approximately the 42nd 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.