

Lead Girls Of Nc Inc

Executive Director / CEO

EIN 820984711
 NC · NTEE O50
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joy Nelson Thomas, Executive Director / CEO** (\$80,071) against **every comparable organization** that fit the selection criteria — **491** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

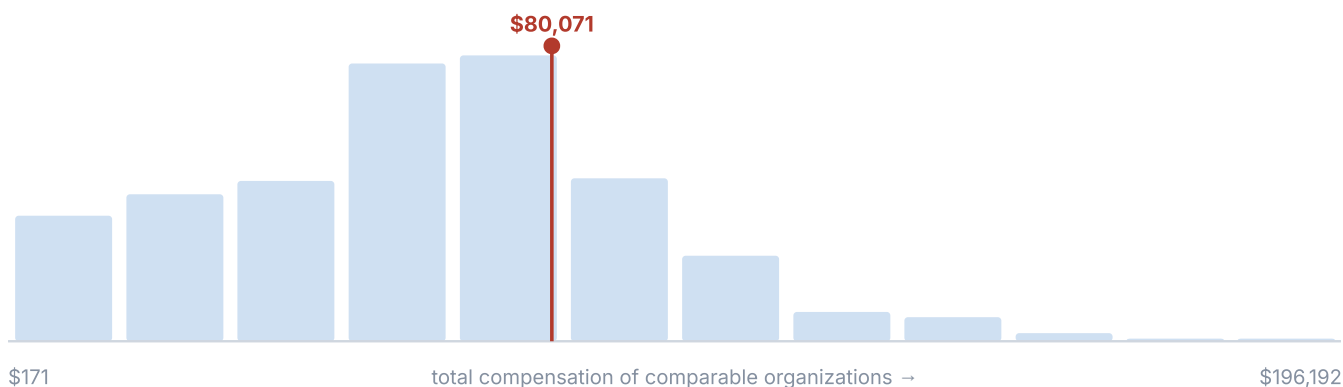
Benchmarked executive: Joy Nelson Thomas — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$288,325 and \$645,505 — 0.67x to 1.50x the subject's \$430,337 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

491 organizations qualified on sector, size, and geography → **491** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,839	\$38,304	\$62,382	\$81,247	\$101,301	\$80,071
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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 NC 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
Teen Advisors Inc	GA	\$429,723	Executive Director	\$66,000	\$62,382	2024
Bigfork Aces	MT	\$431,392	Executive Di	\$68,160	\$67,287	2025
Heritage Ranch	LA	\$431,652	Coo	\$76,000	\$80,992	2023
Love Your Magic Inc	MA	\$428,781	Executive Di	\$152,298	\$128,652	2024
Teton Experience Inc	ID	\$432,072	President	\$39,000	\$39,000	2024
South Shore Childrens Chorus Corp	MA	\$428,308	Executive Director	\$76,154	\$62,671	2025
Develop More Foundation Inc	MD	\$427,790	Executive Director	\$88,000	\$77,338	2024
DeKalb Aquatics Swim Inc	GA	\$427,684	President	\$131,263	\$124,069	2024
Transitional Youth Mobilizing For Change	CA	\$434,169	Interim Chair	\$12,000	\$10,028	2023
Ketchmore Kids Inc	VA	\$426,408	Executive Director	\$91,808	\$83,329	2024
Elevate Navajo	AZ	\$434,444	Executive Director	\$55,137	\$49,847	2024
Center For Social Entrepreneurship	MS	\$434,638	President/ceo	\$92,253	\$99,439	2023
Shadow Student Athlete Development Services Inc	PA	\$435,674	Executive Director	\$41,009	\$38,443	2024
Endless Outdoors Inc	KS	\$424,916	President, Secretary, Treasurer	\$71,346	\$72,456	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Teens In Public Service	WA	\$437,109	Interim Exec. Dir.	\$63,462	\$53,411	2024
Storied Inc	NV	\$423,501	Executive Dir.	\$25,000	\$23,557	2024
Centennial Youth Baseball-softball	CO	\$437,174	League Manager	\$71,000	\$65,889	2023
5110 Youth Ranch	CO	\$423,405	Ranch Director	\$30,000	\$27,041	2024
Recreational Experiences Achieving Community Harmony Inc	MN	\$423,013	Program Director	\$72,317	\$67,172	2024
Milton Soccer Inc	MA	\$422,973	Registrar	\$21,728	\$18,355	2024
Camp Anderson Foundation Inc	MA	\$438,845	Executive Director	\$73,064	\$61,720	2024
Literacy And Beyond Inc	MI	\$438,940	Director	\$79,900	\$77,526	2024
Caring For Kids Network Inc	MO	\$440,069	Executive Director	\$73,631	\$71,421	2025
Larchmontmamaroneck Youth Lacrosse	NY	\$440,852	Director	\$8,500	\$7,220	2024
Common Ground Montgomery	AL	\$441,238	Executive Director	\$71,450	\$72,562	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **491** organizations. Compensation range \$171–\$196,192; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$430,337); for reference, expenses \$482,189 and assets \$521,911.
ROLE MATCH	Joy Nelson Thomas, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	73 rd
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	72 nd

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 (Joy Nelson Thomas) 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 491 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,071 is reasonable (approximately the 73rd 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.