

Nerdy Girl Success Inc

Executive Director / CEO

EIN 831702193

TX · NTEE O22

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christina Meade, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **109** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

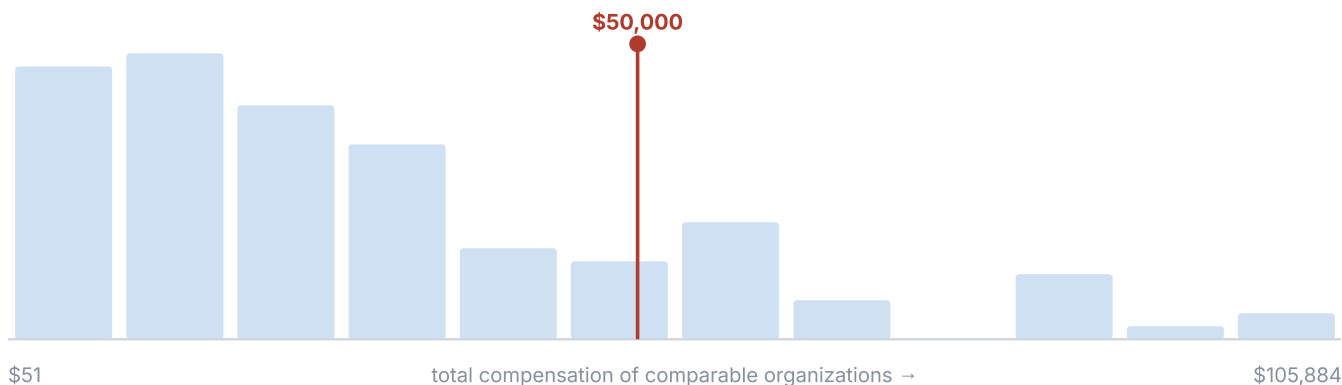
Benchmarked executive: Christina Meade — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O22).
BUDGET	Total revenue between \$58,208 and \$130,318 — 0.67x to 1.50x the subject's \$86,879 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

109 organizations qualified on sector, size, and geography → **109** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,053	\$10,152	\$22,321	\$43,010	\$62,496	\$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 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
Crosswalk Teen Center	MI	\$86,718	Executive Director	\$5,000	\$5,159	2024
Sol Of The Cities	MN	\$87,574	Key Employee	\$47,000	\$47,798	2023
Pathway Learning Center	MN	\$88,150	Managing Director	\$55,465	\$54,789	2024
The Minnesota Camp Fire Foundation	MN	\$88,682	President & Ceo	\$34,309	\$33,891	2024
Fc Bellevue	WA	\$88,794	President	\$24,813	\$22,208	2024
The John Lynch Foundation Inc	FL	\$89,766	Executive Di	\$45,003	\$43,512	2023
Strictly Soccer Futbol Club Inc	FL	\$83,564	President	\$2,300	\$2,160	2024
Youth Alive Of The Capital Region Inc	VA	\$83,163	Executive Director	\$88,000	\$84,941	2024
Inspire S-ve Inc	NY	\$91,587	Director Of Cfc	\$19,698	\$17,794	2024
Community Transitions Inc	MD	\$91,593	Ceo	\$25,016	\$23,380	2024
Victor Cruz Foundation Inc	NJ	\$82,121	Executive Director	\$30,000	\$26,777	2024
Kaulu I Ka Pono Academy	HI	\$81,165	Secretary	\$67,220	\$58,613	2025
Mississippi Elks Charities	MS	\$80,627	Member	\$12,000	\$13,361	2024
Reach Center	CA	\$93,302	Presidentdirector	\$2,500	\$2,158	2024
Fayette County Free Fair Assn Inc	IN	\$93,364	Vice President	\$150	\$154	2025
Kids Boost Inc	GA	\$80,295	Executive Di	\$83,475	\$83,907	2024
United For Youth Nfp	IL	\$93,472	Scout Executive	\$17,335	\$17,037	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christian Cowboy Ministries Of Arizona	AZ	\$93,621	Director	\$12,000	\$11,537	2024
Doxazo Ministries Inc	KS	\$93,809	Executive Director	\$74,354	\$80,302	2024
Happiness Through Horses	CO	\$94,375	Executive Director	\$6,135	\$6,054	2023
Rebuild Yourself Inc	FL	\$77,795	Secretary	\$1,648	\$1,548	2024
Leaving The Streets Ministries Inc	MA	\$96,213	President	\$39,700	\$36,718	2023
Pathways For Kids	CA	\$96,250	Secretary	\$9,500	\$8,443	2023
Arizona's Children Foundation	AZ	\$76,436	President And Ceo	\$18,539	\$17,824	2024
Reborn Minds Inc	GA	\$97,343	Executive Director	\$32,880	\$33,050	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 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	109 organizations. Compensation range \$51–\$105,884; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$86,879); for reference, expenses \$123,609 and assets \$134,261. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Christina Meade, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	81 st
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	82 nd
All sources (D + E + F), adjusted	66 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 (Christina Meade) 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 109 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 81st 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.