

# Rockland Youth Empowerment Center

Executive Director / CEO

EIN 843228136  
 NY · NTEE O50  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Gillian Ballard, Executive Director / CEO** (\$15,510) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

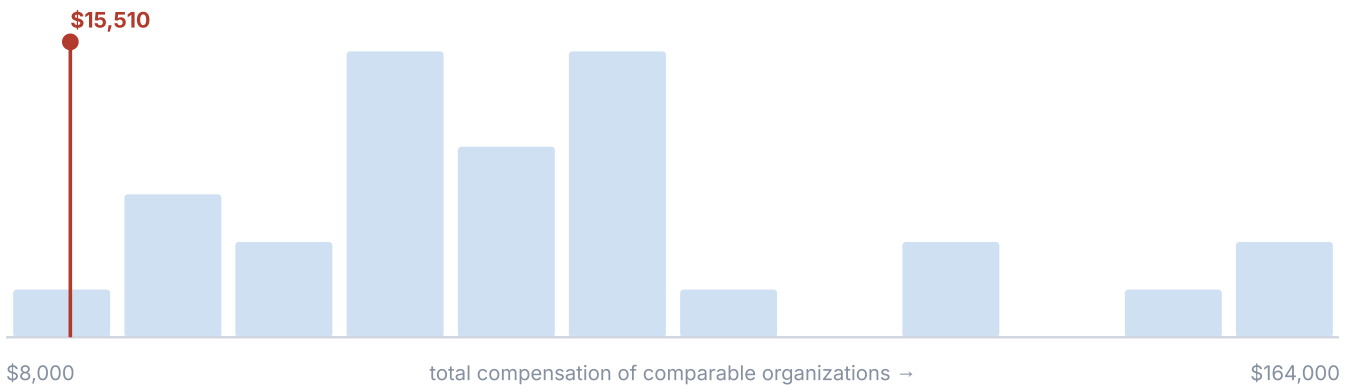
**Benchmarked executive:** Gillian Ballard — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$144,358 and \$323,190 — 0.67x to 1.50x the subject's \$215,460 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50) + NY + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,183	\$47,834	\$67,235	\$83,125	\$130,306	<b>\$15,510</b>
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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 NY 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
<a href="#">Popup Tennis Kids Inc</a>	NY	\$220,966	President	\$124,437	<b>\$124,437</b>	2024
<a href="#">Re Coded Co</a>	NY	\$208,688	Ceo	\$122,316	<b>\$119,163</b>	2025
<a href="#">Azahar Foundation Ltd</a>	NY	\$203,869	Executive Director	\$46,346	<b>\$47,715</b>	2023
<a href="#">Most Valuable Parents Of Buffalo Inc</a>	NY	\$231,479	Executive Director	\$67,183	<b>\$69,167</b>	2023
<a href="#">Photo Start</a>	NY	\$199,295	Founding Director	\$46,500	<b>\$47,873</b>	2023
<a href="#">The Harold Hunter Foundation</a>	NY	\$232,106	Executive Director	\$51,711	<b>\$51,711</b>	2024
<a href="#">Bent On Learning Inc</a>	NY	\$242,934	Executive Dir.	\$147,300	<b>\$151,651</b>	2023
<a href="#">The Julio A Martinez Memorial Fund</a>	NY	\$244,889	President Acacia Network	\$73,959	<b>\$76,144</b>	2023
<a href="#">Friends Of The Addison Youth Center</a>	NY	\$245,993	Director	\$34,880	<b>\$34,880</b>	2024
<a href="#">Working Parents Alliance Inc</a>	NY	\$247,391	Executive Dir.	\$67,404	<b>\$67,404</b>	2024
<a href="#">Neighborhood Change Youth Organization Inc</a>	NY	\$250,774	Director	\$40,000	<b>\$41,181</b>	2023
<a href="#">How Our Lives Link Altogether Inc</a>	NY	\$250,916	Co-founder	\$50,000	<b>\$50,000</b>	2024
<a href="#">The Young Airman Association</a>	NY	\$252,601	Chairman Of The Board Of Directors	\$164,000	<b>\$164,000</b>	2024
<a href="#">Wayfinders On The Hudson Corp</a>	NY	\$172,068	President	\$22,200	<b>\$22,856</b>	2023
<a href="#">My Blind Spot Inc</a>	NY	\$169,551	President/treas	\$23,425	<b>\$23,425</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Young Urban Christians &amp; Artists Inc</a>	NY	\$262,956	Executive Director	\$75,000	<b>\$77,215</b>	2023
<a href="#">Inner City Youth And Family Services Inc</a>	NY	\$265,000	Ceo	\$71,106	<b>\$76,208</b>	2022
<a href="#">Farmingdale Soccer Club Inc</a>	NY	\$266,920	1st Vice President	\$61,480	<b>\$61,480</b>	2024
<a href="#">You Are Beautiful People Inc</a>	NY	\$271,834	Executive Di	\$82,500	<b>\$82,500</b>	2024
<a href="#">A Fair Shake For Youth Inc</a>	NY	\$276,311	Exec Director	\$85,000	<b>\$85,000</b>	2024
<a href="#">Abilities Movement Inc</a>	NY	\$153,057	Executive Director	\$68,840	<b>\$67,066</b>	2025
<a href="#">New York State Association For Infant Mental Health Inc</a>	NY	\$280,226	Executive Director	\$58,292	<b>\$58,292</b>	2024
<a href="#">Seeds In The Middle Inc</a>	NY	\$283,237	Director	\$144,000	<b>\$144,000</b>	2024
<a href="#">100cameras</a>	NY	\$285,412	Ceo	\$28,793	<b>\$28,793</b>	2024
<a href="#">Navigate The Maze To Achievement Inc</a>	NY	\$290,357	Director	\$55,000	<b>\$55,000</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	28 organizations. Compensation range \$8,000–\$164,000; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$215,460); for reference, expenses \$187,371 and assets \$81,221.
ROLE MATCH	Gillian Ballard, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 3 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	4 <sup>th</sup>

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 (Gillian Ballard) 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 28 similarly situated organizations (Same NTEE sector (O50) + NY + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$15,510 is reasonable (approximately the 4<sup>th</sup> 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.