

Ywca Of Darien Norwalk Inc

Executive Director / CEO

EIN 060935397

CT · NTEE P27Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Buchholz, Executive Director / CEO** (\$81,154) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **89th** percentile of comparable organizations within the typical range

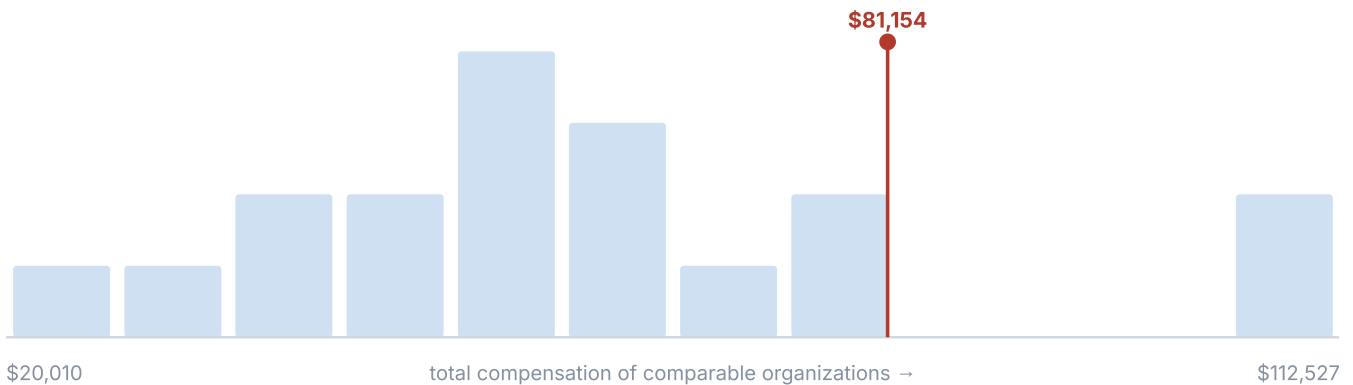
Benchmarked executive: Jennifer Buchholz — reported title “CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P27Z).
BUDGET	Total revenue between \$274,755 and \$615,124 — 0.67x to 1.50x the subject's \$410,083 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P27), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$38,405	\$50,199	\$54,720	\$68,072	\$88,283	\$81,154
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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 CT 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
Young Mens Christian Association Of The Coosa Valley Inc	AL	\$396,829	Executive Director	\$53,516	\$65,163	2023
Camp Sunshine	MI	\$430,570	Executive Dir	\$68,025	\$76,867	2024
Young Mens Christian Association Of Jackson Area	OH	\$436,285	Executive Director	\$42,000	\$50,139	2023
Atlanta Ymca Westside Qalich Inc	GA	\$450,871	Chief Executive Officer	\$36,068	\$40,875	2023
Safe Children Coalition Foundation Inc	FL	\$366,926	Ceo	\$31,740	\$32,643	2024
Rathbun Lake Area Young Mens Christ	IA	\$453,841	Ceo	\$44,245	\$54,602	2023
The Young Men's Christian	AL	\$463,386	Executive Di	\$52,000	\$61,501	2024
White County United Way Inc	IN	\$350,430	Executive Di	\$45,400	\$53,962	2023
Ywca Of Lincoln	NE	\$339,689	Executive Director	\$95,566	\$112,527	2024
Duluth Area Family Ymca Heritage	MN	\$488,740	Ceo/president	\$45,235	\$50,378	2023
Ywca Of San Francisco & Marin	CA	\$507,005	Chief Financial Officer	\$43,056	\$41,905	2023
Ymca Endowment Foundation	AL	\$312,277	Secretary/ce	\$44,246	\$53,876	2023
Womens Community Y	KS	\$289,123	Executive Di	\$51,218	\$62,365	2023
Young Womens Christian Association Of The University Of Illinois	IL	\$284,637	Executive Director	\$64,149	\$69,042	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ywca Allentown	PA	\$569,120	Executive Director	\$98,789	\$107,851	2024
Santa Monica Ymca Endowment Fund	CA	\$578,670	Chief Executive Officer	\$21,167	\$20,010	2024
Long Branch Area Young Men's Christian Association	MO	\$578,679	Chief Executive Officer	\$68,905	\$79,896	2024
Young Womens Christian Association	IN	\$605,938	Executive Director	\$47,500	\$54,838	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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 18 organizations. Compensation range \$20,010–\$112,527; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$410,083); for reference, expenses \$397,346 and assets \$761,466.

ROLE MATCH Jennifer Buchholz, reported title "*CHAIR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 6 peers 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	89 th
Total compensation (D + F), as reported (no adjustments)	89 th
Reportable pay only (column D), adjusted	89 th
All sources (D + E + F), adjusted	56 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 (Jennifer Buchholz) 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 18 similarly situated organizations (Same NTEE sector (P27), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,154 is reasonable (approximately the 89th 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.