

Richmond Senior Servicesinc

Executive Director / CEO

EIN 136217080

NY · NTEE P81Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alfred Gill, Executive Director / CEO** (\$56,290) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Alfred Gill — 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 (P81Z).

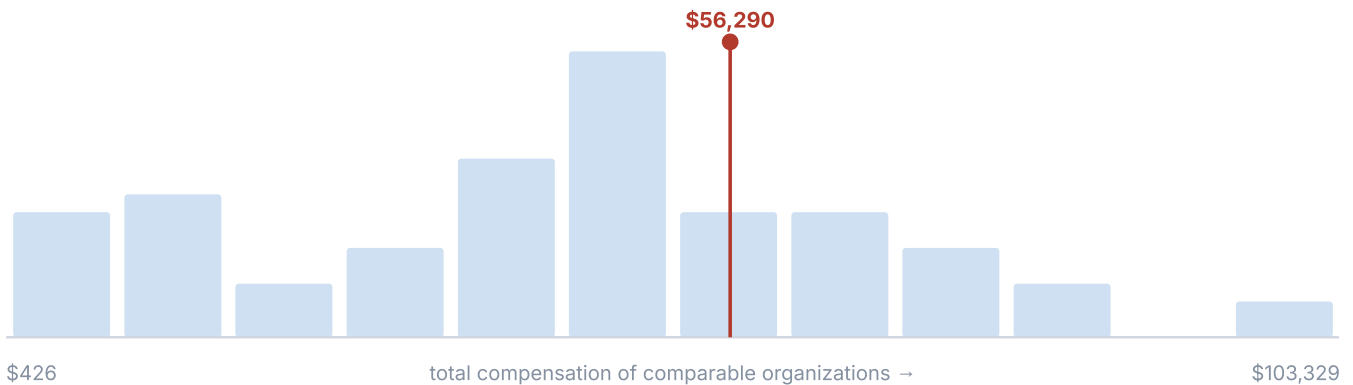
BUDGET Total revenue between \$115,231 and \$257,980 — 0.67x to 1.50x the subject's \$171,987 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

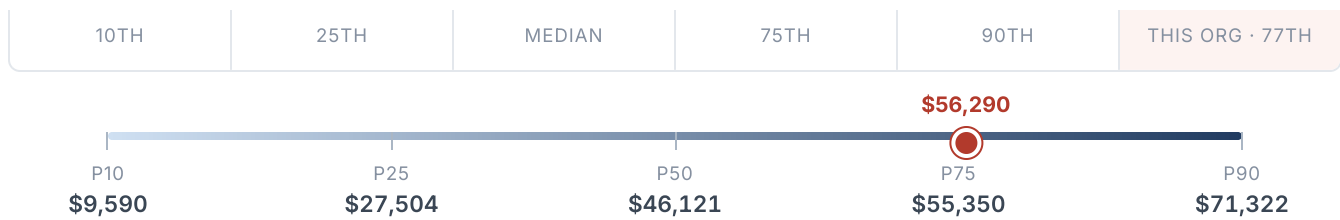
73 organizations qualified on sector, size, and geography

→ **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,590	\$27,504	\$46,121	\$55,350	\$71,322	\$56,290
---------	----------	----------	----------	----------	----------



■ 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
East Sabine Senior Services Inc	TX	\$172,236	Member	\$20,625	\$22,832	2024
The Stanford Charitable Corporation	TX	\$171,494	Executive Dir.	\$32,448	\$34,994	2025
Thanks Mom & Dad Fund Inc	GA	\$173,128	Int. Exec. Dir.	\$36,685	\$42,026	2023
Mcminn County Senior Citizens Inc	TN	\$170,347	Executive Director	\$40,000	\$46,530	2024
Richwood Civic Center Inc	OH	\$173,836	Executive Director	\$28,325	\$32,344	2025
Gadsden Senior Services Inc	FL	\$174,891	Fiscal Manager	\$9,111	\$9,752	2023
Society Of Active Retirees	MI	\$177,704	Executive Director	\$76,696	\$85,348	2025
Spearfish Senior Service Center	SD	\$166,122	Executive Dir.	\$48,800	\$61,361	2023
Holiday Park Seniors Inc	MD	\$161,293	Admin Office	\$10,623	\$10,991	2024
Don't Stop Dreamin'	PA	\$158,110	Executive Direcotr	\$7,726	\$8,778	2023
Indiana Drug Enforcement	IN	\$156,668	Training Coo	\$86,000	\$103,329	2023
Harpwell Aging At Home	ME	\$187,857	Director	\$1,000	\$1,108	2024
Salida Senior Daycare Inc	CO	\$188,933	Executive Director	\$45,000	\$47,751	2024
Wimberley Senior Citizens	TX	\$153,672	Director	\$42,340	\$46,870	2024
Catholic Elderly Services Inc	FL	\$150,977	President/ceo	\$48,011	\$49,913	2024
Cwa Littleton Inc	CO	\$193,470	Executive Di	\$10,000	\$10,611	2024
Senior Citizens Center	WI	\$193,775	Co-director	\$47,569	\$54,978	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Zeta Zeta Lambda Company Inc	NY	\$149,130	Treasurer	\$12,000	\$12,354	2023
Center For Successful Aging	CA	\$195,248	Administrative Director	\$41,167	\$40,501	2023
Lita Love Is The Answer	CA	\$195,577	Executive Dir.	\$70,538	\$69,396	2023
Giles County Senior Citizens	TN	\$195,590	Executive Director	\$31,085	\$35,228	2025
Penns Village	PA	\$195,931	Executive Director	\$8,654	\$9,550	2024
Menomonie Area Senior Center	WI	\$197,565	Executive Dir.	\$32,498	\$37,559	2024
Serving Older Adults Through Changing Ti	OH	\$197,600	Executive Director	\$28,600	\$33,522	2024
Deliver Me Senior Support Services	MS	\$145,734	Executive Director	\$34,935	\$43,058	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.

■ Sample, role match & sensitivity

PEER COUNT	73 organizations. Compensation range \$426–\$103,329; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$171,987); for reference, expenses \$324,058 and assets \$51,643. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Alfred Gill, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 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	77 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	74 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 (Alfred Gill) 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 73 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,290 is reasonable (approximately the 77th 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.