

# Glw Childrens Council Inc

Executive Director / CEO

EIN 200732680

NE · NTEE B60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sally Peters, Executive Director / CEO** (\$74,428) against **every comparable organization** that fit the selection criteria — **154** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

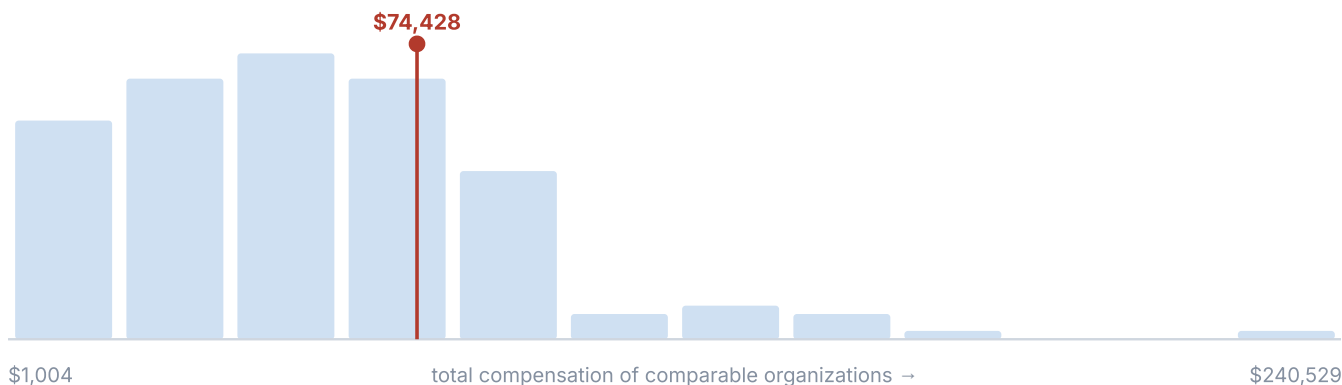
**Benchmarked executive:** Sally Peters — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$198,649 and \$444,738 — 0.67x to 1.50x the subject's \$296,492 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B60), nationwide + budget 0.67–1.5x revenue.

**154** organizations qualified on sector, size, and geography → **154** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,673	\$29,043	\$52,698	\$75,165	\$90,234	\$74,428
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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 NE 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="#">Epiphany Women In Focus</a>	CA	\$296,387	Ceo	\$62,000	<b>\$51,246</b>	2023
<a href="#">Instituto Para El Desarrollo Humano</a>	PR	\$297,025	Operations Director	\$31,925	<b>\$32,868</b>	2023
<a href="#">The Boston Society Inc</a>	MA	\$295,315	Executive Di	\$144,423	<b>\$124,228</b>	2023
<a href="#">Nevada Water Resources Association</a>	NV	\$298,632	Executive Co	\$75,529	<b>\$70,390</b>	2024
<a href="#">The Conservative Agenda Project</a>	CT	\$301,250	President And Director	\$268,000	<b>\$240,529</b>	2023
<a href="#">Florida Council On Crime And Deliqu</a>	FL	\$302,882	Executive Se	\$15,000	<b>\$13,101</b>	2024
<a href="#">Harrison Co Alternative Educ Center</a>	IN	\$304,887	Director	\$78,750	<b>\$79,493</b>	2023
<a href="#">Literacy Volunteers Of Morris County</a>	NJ	\$287,427	Executive Director	\$74,160	<b>\$61,562</b>	2024
<a href="#">Simulation Interoperability Standards</a>	FL	\$286,737	Executive Director	\$95,004	<b>\$85,430</b>	2023
<a href="#">Vitalhearts</a>	CO	\$285,686	President	\$87,500	<b>\$78,008</b>	2024
<a href="#">New Mexico Adult Education Associat</a>	NM	\$285,508	Executive Di	\$975	<b>\$1,004</b>	2023
<a href="#">Stronghold Leadership</a>	PA	\$307,572	Executive Director	\$93,333	<b>\$86,536</b>	2024
<a href="#">Michigan Association Of Community</a>	MI	\$283,400	Former Exec	\$69,698	<b>\$66,886</b>	2024
<a href="#">Day 7 Inc</a>	TN	\$283,094	Executive Director	\$49,067	<b>\$47,953</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Well For The Journey Inc</a>	MD	\$310,084	Executive Di	\$83,700	<b>\$72,755</b>	2024
<a href="#">The Oped Project Public Knowledge Fund Inc</a>	NY	\$310,570	Executive Director	\$25,000	<b>\$21,004</b>	2024
<a href="#">Masoc Inc</a>	MA	\$282,232	Executive Director	\$107,113	<b>\$87,185</b>	2025
<a href="#">Tlafrica Inc</a>	CA	\$281,740	President Ceo	\$25,280	<b>\$20,896</b>	2023
<a href="#">Adagio Institute Inc</a>	TX	\$311,557	Summers	\$66,464	<b>\$63,640</b>	2023
<a href="#">Leadership Greater Mchenry County</a>	IL	\$313,863	Executive Di	\$89,404	<b>\$79,613</b>	2025
<a href="#">Sil Lead Inc</a>	TX	\$278,791	Executive Director	\$10,789	<b>\$10,034</b>	2024
<a href="#">Hannahs House</a>	NJ	\$314,646	Executive Director	\$18,240	<b>\$15,141</b>	2024
<a href="#">Progress For Good Inc</a>	NY	\$314,802	Founder	\$31,333	<b>\$27,102</b>	2023
<a href="#">Literacy Volunteers Of Greater Waterbury</a>	CT	\$314,920	Executive Director	\$90,569	<b>\$81,285</b>	2023
<a href="#">International Society Of</a>	TX	\$277,473	Executive Di	\$39,860	<b>\$37,071</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 **154** organizations. Compensation range \$1,004–\$240,529; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$296,492); for reference, expenses \$316,828 and assets \$70,636.
ROLE MATCH	Sally Peters, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	68 <sup>th</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	65 <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 (Sally Peters) 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 154 similarly situated organizations (Same NTEE sector (B60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,428 is reasonable (approximately the 74<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.