

Franklin County Senior Citizens Inc

Executive Director / CEO

EIN 237444658

TN · NTEE P20

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Robin Gilliam, Executive Director / CEO** (\$35,269) against **every comparable organization** that fit the selection criteria — **279** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

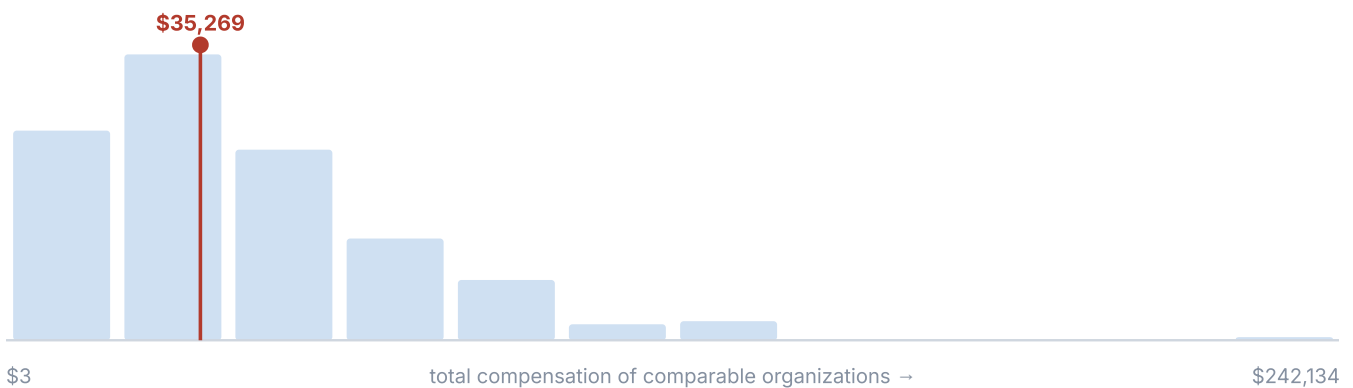
Benchmarked executive: Robin Gilliam — reported title “CURRENT DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$89,395 and \$200,139 — 0.67x to 1.50x the subject's \$133,426 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

279 organizations qualified on sector, size, and geography → **279** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,163	\$20,692	\$36,117	\$58,394	\$82,874	\$35,269
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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 TN 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
Coolbaugh Township Firemen's Relief	PA	\$133,666	Secretary	\$1,200	\$1,138	2024
For All Ages Inc	CT	\$133,882	Director And Ceo	\$73,186	\$65,282	2024
The Josina Lott Foundation	OH	\$134,480	Executive Director	\$127,245	\$128,215	2024
Accountability Oregon	OR	\$131,868	Officer	\$66,187	\$58,475	2024
Better Business Bureau Of Ne In	IN	\$131,614	President/ C	\$11,390	\$11,764	2023
Endless Opportunities	NC	\$135,962	Executive Dir	\$50,538	\$49,679	2024
Love In The Name Of Christ Of Lewis County	WA	\$130,543	Executive Director	\$53,016	\$45,156	2024
Nebraska Panhandle Area Health	NE	\$136,379	Executive Di	\$75,519	\$75,281	2025
Women To Women Inc	CO	\$130,423	Program Chai	\$30,000	\$27,367	2024
Here To Serve Inc	CA	\$136,789	Ceo/board Chair	\$79,761	\$63,834	2025
Moms Club	TX	\$137,035	Chairman, President And Director	\$24,000	\$22,840	2024
Beautiful Spirited Women	TN	\$129,715	Founder	\$23,750	\$24,452	2023
The Fenway Community Center At	MA	\$137,195	Executive Director	\$104,000	\$88,909	2024
United Christian Volunteers Inc	KY	\$137,463	President	\$11,000	\$11,575	2023
The Caritas Foundation	CA	\$137,500	Chief Operating Officer	\$18,203	\$14,954	2024
Eugene Bell Foundation Inc	SC	\$129,280	Chairman	\$58,836	\$58,394	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ohio Valley Recovery Inc	WV	\$137,839	Executive Director	\$44,873	\$46,222	2024
Nova Principles Foundation	UT	\$137,965	Executive Director	\$44,554	\$43,382	2024
Vetcares Inc	CA	\$128,729	Ceo	\$130	\$107	2024
Unitarian Universalist Action New Hampshire	NH	\$128,665	Executive Director	\$18,500	\$15,832	2025
Cascadia Clubhouse	WA	\$138,837	Executive Director	\$22,521	\$19,182	2024
Careyes Foundation	CA	\$128,003	Director	\$16,000	\$13,532	2023
Spring Research Innovation Network Group	CA	\$127,975	Executive Director	\$23,868	\$20,187	2023
We Carry Kevan Inc	IN	\$138,898	President	\$38,750	\$38,876	2024
The Pat Green Foundation	TX	\$127,906	Executive Director	\$67,650	\$66,280	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	279 organizations. Compensation range \$3–\$242,134; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$133,426); for reference, expenses \$129,440 and assets \$392,740.
ROLE MATCH	Robin Gilliam, reported title " <i>CURRENT DIRECTOR</i> ", 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	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	49 th
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	42 nd

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 (Robin Gilliam) 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 10, 2026, comparing compensation against 279 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,269 is reasonable (approximately the 49th 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 10, 2026.