

Give A Little

Executive Director / CEO

This analysis benchmarks the total compensation of **Michelle Golden, Executive Director / CEO** (\$46,800) against **every comparable organization** that fit the selection criteria — **399** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Michelle Golden — reported title “ADMIN 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 (B90).
BUDGET	Total revenue between \$169,609 and \$379,723 — 0.67x to 1.50x the subject's \$253,149 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

399 organizations qualified on sector, size, and geography → **399** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11	\$13,308	\$29,217	\$56,532	\$81,436	\$111,462	\$46,800	\$484,026
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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 OR 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
Wattsnatural Tutoring	RI	\$253,345	Executive Di	\$83,567	\$86,287	2024
Impact Hub Msp	MN	\$252,235	Executive Director	\$80,000	\$85,122	2024
Keys Learning Center Inc	FL	\$254,113	Executive Director	\$70,000	\$72,904	2023
High Country Home Educators	CO	\$251,826	Secretary/assoc Executive Director	\$12,500	\$13,288	2023
Empowerment International	CO	\$250,981	Executive Director	\$61,969	\$65,875	2023
Educational Freedom Institute	AZ	\$255,357	Senior Fellow	\$80,000	\$82,849	2024
Endangered Languages Project	OR	\$250,634	Executive Dir.	\$64,434	\$62,773	2025
Inspire Learning Academy	CA	\$250,570	President	\$57,000	\$53,001	2024
Womenpalante	DC	\$255,963	Founder And Ceo	\$50,980	\$46,932	2025
Strategic Twin Counties Education	NC	\$256,510	Executive Di	\$72,950	\$81,168	2024
Fort Worth Sparc	TX	\$256,536	Executive Director	\$58,500	\$63,014	2024
The Allyance Inc	CA	\$256,624	Director	\$12	\$11	2023
St Thomas Classical Academy	IA	\$256,845	Director	\$3,300	\$3,791	2025
Convivium Urban Farmstead	IA	\$256,928	Executive Director	\$12,000	\$14,149	2024
Beyond The Classroom Inc	SD	\$249,145	President	\$18,000	\$21,392	2024
Completing The Task Inc	TX	\$257,257	President	\$45,000	\$48,472	2024
Schelastic Academy	TX	\$257,477	Founder And Director	\$31,250	\$32,793	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lighthouse Christian Homeschool Academy Inc	FL	\$257,479	President	\$7,802	\$7,689	2025
Teaching Beyond The Square Inc	NY	\$257,880	Secretary/sr Educational D	\$65,882	\$64,106	2024
National Council On Bible Curriculum In Public Schools	NC	\$248,388	President	\$87,234	\$97,061	2024
Charleston Main Streets Inc	WV	\$248,225	Executive Director	\$79,250	\$95,129	2023
Ex Fabula Inc	WI	\$258,248	Executive Director	\$67,650	\$74,118	2025
Best Skills Academy	SC	\$247,838	Executive Di	\$29,975	\$33,674	2024
Youth Popular Culture Institute Inc	MD	\$247,809	President	\$91,000	\$91,613	2024
Partners For A Better Education Inc	NY	\$247,629	Executive Dir.	\$47,077	\$45,808	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 399 organizations. Compensation range \$11–\$484,026; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$253,149); for reference, expenses \$278,224 and assets \$738,409.

ROLE MATCH Michelle Golden, reported title "ADMIN DIRECTOR", 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	18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	40 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	37 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 (Michelle Golden) 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 399 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,800 is reasonable (approximately the 40th 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.