

# Ywca Great Lakes Bay Region

Executive Director / CEO

EIN 381367099

MI · NTEE P27Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Moira Branigan, Executive Director / CEO** (\$69,628) against the **2000** closest of **2,212** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Moira Branigan — 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 (P27Z).
BUDGET	Total revenue between \$128,137 and \$286,875 — 0.67x to 1.50x the subject's \$191,250 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**2,212** organizations qualified on sector, size, and geography → **2,000** within the band form the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$10,081	\$22,912	\$40,552	\$60,863	\$79,313	\$69,628
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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 MI 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="#">Healing Outreach Professional Endeavor</a>	TX	\$191,298	Executive Director	\$18,000	<b>\$17,444</b>	2024
<a href="#">Intrepid Care</a>	TX	\$191,302	Barker	\$48,071	<b>\$46,587</b>	2024
<a href="#">3sixty</a>	MI	\$191,368	President	\$69,000	<b>\$69,000</b>	2024
<a href="#">Whatever It Takes Ministries Inc</a>	FL	\$191,117	President	\$71,448	<b>\$66,948</b>	2023
<a href="#">Seeds Wilderness Therapy</a>	CO	\$191,070	Executive Director	\$35,560	<b>\$34,010</b>	2023
<a href="#">Village To Village International Inc</a>	IN	\$191,021	Executive Director	\$75,000	<b>\$76,627</b>	2024
<a href="#">Greenville's Gift</a>	SC	\$191,535	President	\$13,104	<b>\$13,245</b>	2024
<a href="#">Az Heroes To Hometowns Foundation</a>	AZ	\$191,559	President	\$42,000	<b>\$40,290</b>	2023
<a href="#">Climb-up Inc</a>	MS	\$190,795	Executive Di	\$165,530	<b>\$178,613</b>	2024
<a href="#">Child Restoration Outreach Support Organization</a>	IL	\$191,731	Executive Director	\$59,613	<b>\$58,457</b>	2023
<a href="#">Feeding The Need</a>	TN	\$191,818	Chief Executive Officer	\$1,198	<b>\$1,256</b>	2023
<a href="#">House Of Hope Ministry Inc</a>	MI	\$191,833	Co-executive Director	\$33,114	<b>\$33,114</b>	2024
<a href="#">Lifecare Pregnancy Resources Inc</a>	IA	\$190,651	Executive Dir.	\$47,621	<b>\$50,517</b>	2024
<a href="#">Fort Lupton Food And Clothing Bank</a>	CO	\$190,634	Exec Director	\$21,000	<b>\$19,509</b>	2024
<a href="#">Be The Village Inc</a>	KY	\$190,612	Executive Di	\$24,462	<b>\$25,462</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Fuqua Foundation</a>	IL	\$190,580	Director	\$13,447	<b>\$12,477</b>	2025
<a href="#">Valle Del Sol Foundation</a>	AZ	\$190,580	Ceo (Through January 2023)	\$6,178	<b>\$5,926</b>	2023
<a href="#">The House Cafe Inc</a>	KS	\$190,529	Board Member	\$16,455	<b>\$17,223</b>	2024
<a href="#">Community Access Naperville Inc</a>	IL	\$190,504	President	\$1,305	<b>\$1,243</b>	2024
<a href="#">Childcare Services Systems Inc</a>	CA	\$192,000	Ceo	\$9,000	<b>\$7,529</b>	2024
<a href="#">Friends Of The East River Esplanade</a>	NY	\$192,057	Executive Director, As Of May 2024	\$41,487	<b>\$36,320</b>	2024
<a href="#">Hearts Of Empowerment Inc</a>	VA	\$192,110	Ceo	\$33,275	<b>\$32,047</b>	2023
<a href="#">Re Gen Er Ate</a>	MI	\$190,260	Board Member	\$29,430	<b>\$29,430</b>	2024
<a href="#">Dress For Success Billings Inc</a>	MT	\$190,236	Executive Director	\$47,167	<b>\$49,259</b>	2024
<a href="#">Senior Companion Program Inc</a>	WI	\$192,267	Executive Dir.	\$47,500	<b>\$48,061</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **2000** organizations. Compensation range \$109–\$370,769; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$191,250); for reference, expenses \$239,929 and assets \$540,086.

ROLE MATCH	Moira Branigan, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	223 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	37 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Moira Branigan) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$69,628 is reasonable (approximately the 84<sup>th</sup> 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.