

Packard Group II

Executive Director / CEO

EIN 383051707
 MI · NTEE Z99Z
 FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Gladys Sledge, Executive Director / CEO** (\$18,593) against **every comparable organization** that fit the selection criteria — **203** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 18th percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Gladys Sledge — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$208,741 and \$467,332 — 0.67x to 1.50x the subject's \$311,555 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

203 organizations qualified on sector, size, and geography → **203** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,673	\$25,918	\$54,452	\$76,374	\$101,908	\$18,593
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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
Salem Arms Community Housing	WA	\$310,832	Executive Director	\$71,600	\$62,106	2024
Baltimore Zionist District Inc	MD	\$310,449	Executive Di	\$109,000	\$98,729	2024
Lakefront Senior Residences Inc	KS	\$312,721	President	\$2,639	\$2,762	2024
The Master's Mission	WA	\$312,909	President	\$96,808	\$83,972	2024
Environmental Resource Center	ID	\$315,113	Executive Di	\$68,428	\$70,524	2024
Pegasus Therapeutic Riding Center	CA	\$307,891	Executive Dir.	\$93,222	\$77,989	2024
Mariposa Housing Inc	CA	\$307,819	Executive Dir.	\$3,602	\$3,013	2024
Bend Ice	OR	\$315,372	Director	\$1,386	\$1,247	2024
New York State Recreation &	NY	\$306,420	Executive Dir.	\$55,000	\$48,151	2024
Orange County Bar Association Charitable	CA	\$306,363	Ceo / Executive Director	\$17,519	\$14,656	2024
Colorado Park Housing Corporation	CA	\$306,194	President & Ceo	\$65,738	\$56,620	2023
San Leandro Education Foundation	CA	\$317,348	Executive Director	\$75,000	\$61,127	2025
Westchester Putnam Health Management Systems Inc	NY	\$305,000	Director/president	\$116,415	\$101,917	2024
Citizen Outreach Foundation Inc	NV	\$320,232	Vice President	\$14,000	\$13,596	2024
Padre Pio Academy	CA	\$302,702	Principal	\$20,700	\$17,829	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ocean Beach School District Foundation	WA	\$320,849	Administrator	\$10,200	\$9,109	2023
Educational Divide Reform Inc	MA	\$321,178	President	\$20,000	\$17,412	2024
Autism Connection Of Pa	PA	\$301,785	President And Ceo	\$29,280	\$29,125	2023
Affiliated Council-center For	OH	\$321,336	Pres/ceo	\$24,470	\$25,110	2024
Poway Valley Water Polo Club Inc	CA	\$301,640	President	\$3,749	\$3,136	2024
Shoreline Public Schools Foundation	WA	\$301,206	Executive Director	\$40,240	\$34,904	2024
Boulevard Harambee	MI	\$299,527	President	\$14,243	\$14,664	2023
Bluebonnet Casa Inc	TX	\$323,846	Executive Director	\$64,300	\$62,315	2024
Wyandot Health Foundation	OH	\$326,027	Treasurer	\$38,648	\$39,658	2024
Discover Sugar River Region Foundation	NH	\$295,525	Executive Director	\$47,953	\$41,792	2025

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.

■ Sample, role match & sensitivity

PEER COUNT	203 organizations. Compensation range \$41–\$464,085; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$311,555); for reference, expenses \$359,171 and assets \$43,730.
ROLE MATCH	Gladys Sledge, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	30 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	18 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	14 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 (Gladys Sledge) 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 203 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,593 is reasonable (approximately the 18th 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.