

Northwest Dane Senior Services Inc

Executive Director / CEO

EIN 391691930
 WI · NTEE P81Z
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Paulette Glunn, Executive Director / CEO** (\$102,018) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

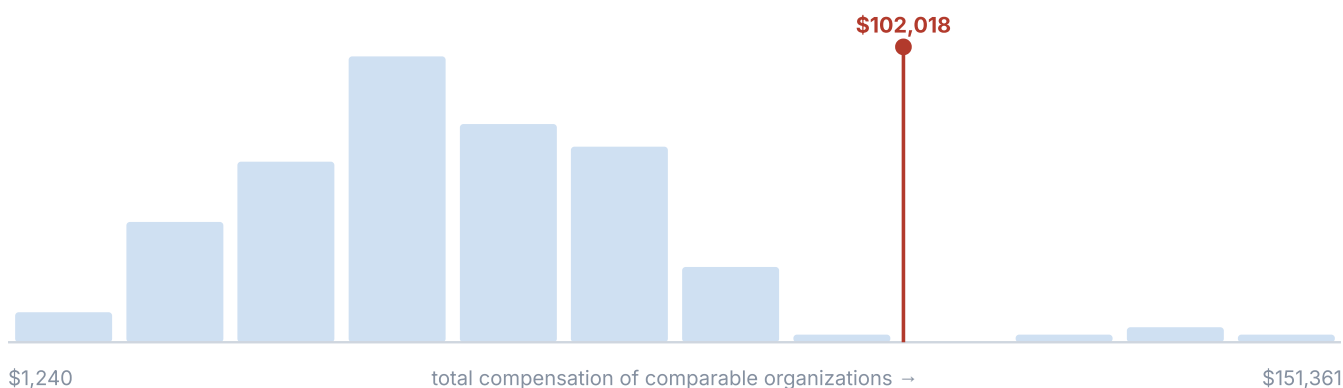
Benchmarked executive: Paulette Glunn — reported title “EXECUTIVE DIRECTOR/SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (P81Z).
- BUDGET** Total revenue between \$253,200 and \$566,866 — 0.67x to 1.50x the subject's \$377,911 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

152 organizations qualified on sector, size, and geography → **152** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,080	\$37,033	\$49,155	\$64,912	\$76,080	\$102,018
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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 WI 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
Story City Senior Citizens Inc	IA	\$377,695	Executive Dir.	\$70,468	\$71,760	2024
55 Kip Center-rutherford Senior Center	NJ	\$375,925	Executive Director	\$89,000	\$76,087	2023
Winn Council On Aging Inc	LA	\$375,503	Executive Dir.	\$46,773	\$49,316	2023
Edward King House Senior Center Inc	RI	\$371,571	Executive Director	\$61,335	\$56,314	2023
Shoshoni Senior Citizens Inc	WY	\$369,888	Executive Di	\$43,705	\$43,526	2024
Bristol Township Senior Center	PA	\$389,884	Center Manager	\$68,620	\$62,003	2025
Oregon Senior Citizens Center Inc	OH	\$365,280	Executive Di	\$58,579	\$59,409	2023
Rise Collaborative Inc	DC	\$364,769	President	\$21,924	\$17,893	2024
The Emmaus Calling Inc	TX	\$362,807	President	\$158,027	\$151,361	2023
Healthcare And Elder Law Programs	CA	\$393,683	Executive Dir.	\$114,000	\$91,553	2024
Johnson County Senior Services Inc	IN	\$361,997	Executive Director	\$136,262	\$133,645	2024
Project Ezra	NY	\$361,441	Vice President	\$53,779	\$45,197	2024
Korean American Senior Citizens	NJ	\$361,388	Treasurer	\$24,000	\$19,929	2024
Ashtabula County Council On Aging Inc	OH	\$395,081	Executive Director	\$39,000	\$39,552	2023
Yarnell Regional Community Center	AZ	\$395,786	Executive Director	\$38,087	\$34,067	2024
Alleghany County Council On Aging	NC	\$395,931	Prev Exec Di	\$49,202	\$46,064	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lake Gogebic Senior Citizens Club	MI	\$397,111	Executive Di	\$43,391	\$41,654	2024
The Shepherd's Center Of Northern Virginia	VA	\$397,861	Executive Director	\$95,875	\$86,096	2024
Senior Citizen's Activity Center	TX	\$357,354	Executive Di	\$43,087	\$40,086	2024
Parkview Center Inc	MT	\$399,248	Executive Dir.	\$51,437	\$53,091	2023
Blair Senior Fund	PA	\$355,472	President	\$32,971	\$30,580	2024
Star Valley Senior Citizens Center	WY	\$354,737	Executive Director	\$58,992	\$60,486	2023
Nodaway County Senior Citizens Senate Inc	MO	\$353,643	Administrator	\$40,074	\$38,458	2025
Friendship Community Center Inc	MI	\$353,365	Executive Dir.	\$60,000	\$59,299	2023
Holmes County Council On Aging Inc	OH	\$402,802	Business Manager	\$60,189	\$61,041	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI cost of living and 2023 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 WI 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	152 organizations. Compensation range \$1,240–\$151,361; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$377,911); for reference, expenses \$402,775 and assets \$594,550.
ROLE MATCH	Paulette Glunn, reported title <i>"EXECUTIVE DIRECTOR/SECRETARY"</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	6 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	97 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	95 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 (Paulette Glunn) 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 152 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,018 is reasonable (approximately the 97th 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.