

Guidance Life Skills And Mentoring Inc

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Shanel Poole, Executive Director / CEO** (\$33,806) against **every comparable organization** that fit the selection criteria — **489** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Shanel Poole — 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 (O50).

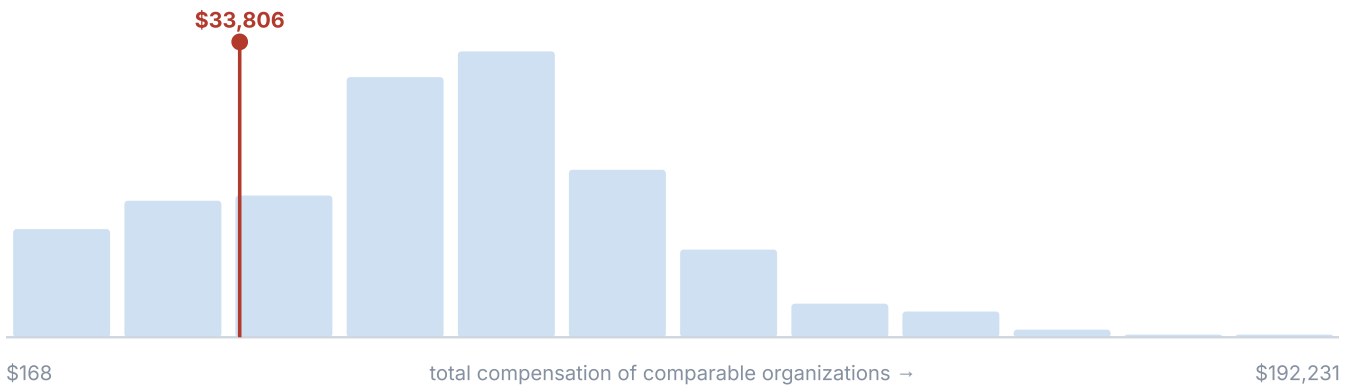
BUDGET Total revenue between \$302,053 and \$676,239 — 0.67x to 1.50x the subject's \$450,826 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

489 organizations qualified on sector, size, and geography

→ **489** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,891

\$41,694

\$63,566

\$81,144

\$100,861

\$33,806



■ 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 IN 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
Project Kindred Inc	WI	\$450,053	Executive Dir Through December 2023	\$90,000	\$86,573	2024
Genesis Inc	IA	\$449,883	Executive Director	\$79,262	\$79,936	2024
Whole Human Project	CO	\$451,844	Executive Dir	\$123,259	\$108,861	2024
Youth Incorporated	TN	\$452,526	Executive Director	\$55,000	\$53,249	2024
Brothers And Sisters Emerging	PA	\$452,617	President And Ceo	\$96,085	\$90,862	2023
Camp Kidwell	MI	\$448,721	Camp Directo	\$39,572	\$37,621	2024
Girls On The Run Worcester County Inc	MA	\$448,248	Executive Director	\$49,269	\$41,983	2023
Shining Light Community Outreach Foundation	VA	\$453,523	Wump Director	\$36,679	\$32,620	2024
Annie Moses Ministries	TN	\$454,534	Dir And Treas	\$28,444	\$31,877	2021
Boise Youth Sports Complex Inc	ID	\$447,075	President	\$9,020	\$9,099	2023
Kids In Need Of Mchenry County Inc	IL	\$454,795	Executive Dir.	\$48,385	\$43,813	2024
Team Kids Inc	CA	\$455,402	Ceo	\$67,538	\$55,302	2023
Rise Up Reno Prevention Network	KS	\$455,424	Executive Di	\$54,284	\$54,016	2024
Upstate Institute Of Youth Programs	SC	\$446,212	Ceo	\$62,540	\$60,094	2024
Girls On The Run Las Vegas	NV	\$456,919	Executive Dir.	\$90,945	\$81,800	2025
Adventure Works Of Dekalb	IL	\$457,343	Executive Di	\$98,032	\$88,768	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Rock Center	CO	\$457,880	Executive Dir.	\$89,816	\$79,324	2024
Girls On The Run Of Central Ohio	OH	\$458,015	Council Director	\$67,662	\$66,007	2024
Save Girls On Fyer Inc	CT	\$458,759	President, Ceo	\$90,000	\$80,019	2023
Northern Illinois Hockey League Inc	IL	\$441,702	Secretary	\$7,800	\$6,881	2025
Girls On The Run Of Buffalo Inc	NY	\$441,543	Board Member	\$83,760	\$67,916	2025
Common Ground Montgomery	AL	\$441,238	Executive Director	\$71,450	\$71,096	2024
Larchmontmamaroneck Youth Lacrosse	NY	\$440,852	Director	\$8,500	\$7,074	2024
Caring For Kids Network Inc	MO	\$440,069	Executive Director	\$73,631	\$69,979	2025
Literacy And Beyond Inc	MI	\$438,940	Director	\$79,900	\$75,960	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **489** organizations. Compensation range \$168–\$192,231; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$450,826); for reference, expenses \$197,902 and assets \$256,887. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Shanel Poole, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	5 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	21 st
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	22 nd
All sources (D + E + F), adjusted	21 st

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 (Shanel Poole) 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 489 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,806 is reasonable (approximately the 21st 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.