

Family Business Network Usa

Executive Director / CEO

EIN 453127316

FL · NTEE S43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Camilla Gallagher, Executive Director / CEO** (\$66,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

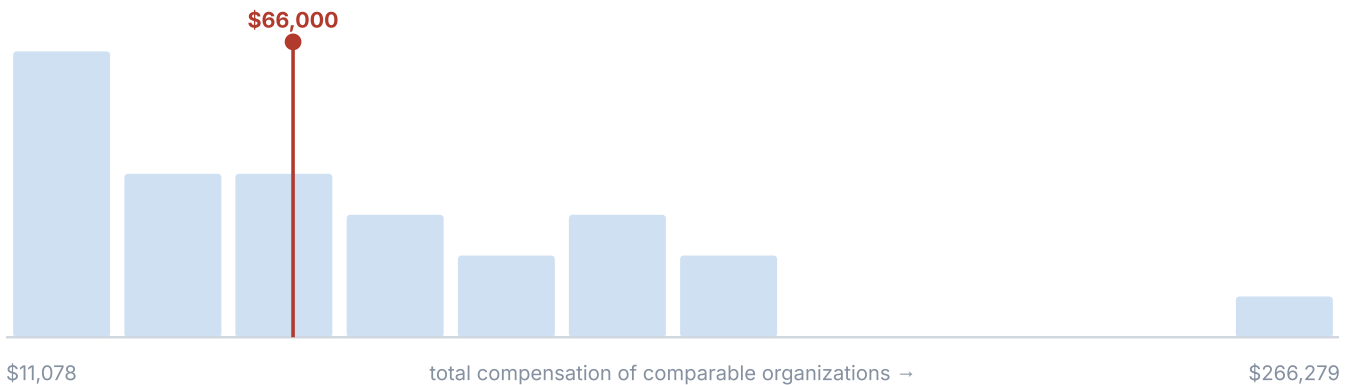
Benchmarked executive: Camilla Gallagher — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S43).
BUDGET	Total revenue between \$174,922 and \$391,617 — 0.67x to 1.50x the subject's \$261,078 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,283	\$32,122	\$66,690	\$113,391	\$135,663	\$66,000
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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 FL 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
Women Of Color Entrepreneurs Inc	MA	\$260,431	President	\$71,500	\$70,414	2023
Causa Local Corporation	PR	\$256,853	Executive Di	\$129,523	\$129,523	2024
Shes Well Networked Inc	MD	\$255,004	President	\$35,680	\$35,508	2024
National Latina Business Women	CA	\$253,923	Exec Director	\$76,601	\$70,410	2024
Rise Now Inc	NY	\$252,416	President	\$21,938	\$21,102	2024
Launch Inc	NC	\$278,208	Executive Di	\$111,779	\$119,776	2025
Vida Mejor Capital Inc	NM	\$279,345	President	\$55,000	\$62,970	2024
Enterprise Development Corporation	MO	\$285,548	Executive Dir.	\$100,680	\$113,512	2024
Owatonna Business Incubator Inc	MN	\$235,748	Executive Di	\$33,333	\$36,097	2023
Cohabitat Foundation Inc	LA	\$304,436	Executive Director	\$65,000	\$78,440	2023
Commonwise Education Inc	NY	\$314,772	Executive Dir.	\$30,769	\$29,597	2024
Ohio Merchants Baseball Organizatio	OH	\$204,782	Treas/manage	\$48,000	\$52,723	2025
Niche Inc	IN	\$322,461	Executive Director	\$120,000	\$131,235	2025
Tolani Lake Enterprises Inc	AZ	\$345,199	Executive Director	\$53,820	\$55,098	2024
Danville Boyle County Development	KY	\$349,771	Director	\$29,583	\$34,832	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rockford Area Strategic Initiatives	IL	\$358,096	Director	\$13,565	\$14,196	2024
Startupaz Foundation	AZ	\$359,966	President Executive Dir Thru 01/2024	\$136,843	\$140,091	2024
Nonprofit Solutions	CA	\$361,828	Executive Director	\$89,238	\$84,449	2023
Womens Venture Fund Inc	NY	\$366,243	President & Ceo	\$159,200	\$153,134	2024
Growco Columbia Inc	SC	\$367,881	Executive Director	\$101,778	\$113,026	2024
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$11,078	2025
The Warehouse Business Accelerator	CO	\$370,791	Executive Dir.	\$80,032	\$84,102	2023
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$22,857	2024
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$31,218	2024
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$17,463	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 26 organizations. Compensation range \$11,078–\$266,279; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$261,078); for reference, expenses \$298,215 and assets \$95,464.

ROLE MATCH	Camilla Gallagher, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	50 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	38 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 (Camilla Gallagher) 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 26 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$66,000 is reasonable (approximately the 50th 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.