

Silver Spring Village Inc

Executive Director / CEO

EIN 460723926

MD · NTEE P81

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Douglas Gaddis, Executive Director / CEO** (\$87,188) against **every comparable organization** that fit the selection criteria — **139** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

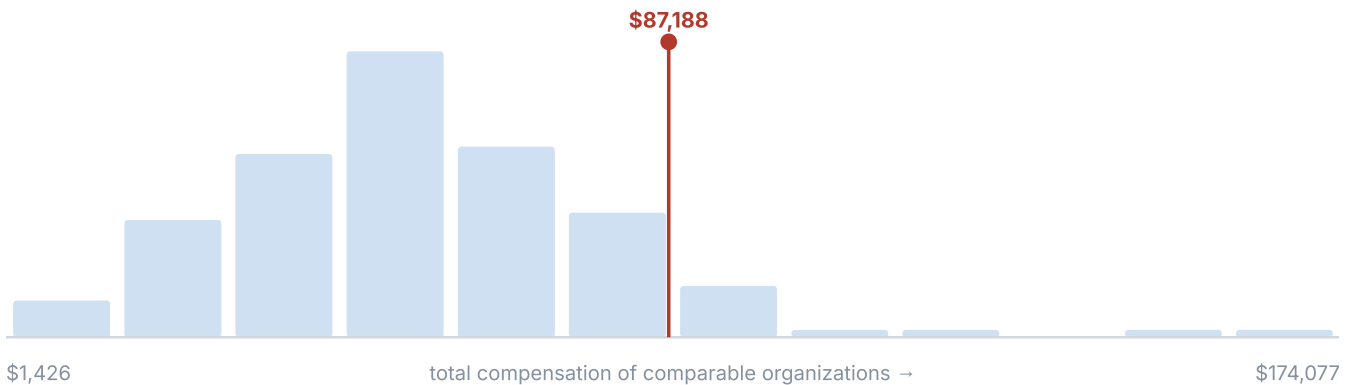
Benchmarked executive: Douglas Gaddis — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

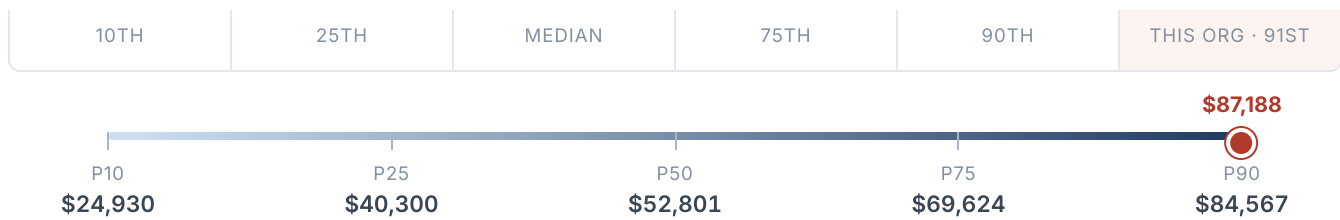
SECTOR	Organizations sharing the subject's NTEE classification (P81).
BUDGET	Total revenue between \$219,120 and \$490,567 — 0.67x to 1.50x the subject's \$327,045 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

139 organizations qualified on sector, size, and geography → **139** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$24,930	\$40,300	\$52,801	\$69,624	\$84,567	\$87,188
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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 MD 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
All Care Home And Community Services Inc	WV	\$327,120	Executive Director	\$33,681	\$40,159	2023
Senior Center Of Sidney-shelby	OH	\$329,046	Executive Di	\$47,840	\$52,801	2025
Swisher County Senior Citizens	TX	\$329,994	Manager	\$25,796	\$28,416	2023
Sharecare Of Leelanau Inc	MI	\$331,813	Executive Director	\$70,326	\$77,642	2024
Mercy Endeavors	LA	\$332,231	Executive Direc	\$19,683	\$23,867	2023
Manhattan Senior Center Inc	KS	\$332,278	Executive Di	\$51,000	\$58,933	2024
Senior Citizens Center Of Derry	PA	\$321,782	Executive Di	\$90,300	\$96,320	2024
Colfax County Senior Center Inc	NE	\$321,619	Manager	\$17,262	\$19,859	2024
Hamilton House	RI	\$332,674	Executive Di	\$69,732	\$69,677	2025
Marlboro County Council On Aging	SC	\$320,574	Executive Director	\$54,128	\$60,400	2024
Jefferson Senior Citizens Center Inc	FL	\$320,571	Executive Director	\$34,300	\$35,484	2023
Creative Aging Network - Nc	NC	\$320,568	Executive Director	\$47,959	\$53,005	2024
Cozad Haymaker Grand Generation Center Inc	NE	\$319,976	Executive Director	\$48,500	\$54,358	2025
Upper Kittitas County Senior Center	WA	\$337,906	Exec Director	\$70,487	\$67,501	2024
Elder Love Usa	CA	\$338,174	Executive Director	\$1,500	\$1,426	2023
Maps Charities	CA	\$342,310	Administrator	\$48,346	\$45,972	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heart Of Senior Citizen Services	MI	\$342,756	Executive Dir.	\$53,255	\$58,795	2024
Lutheran Services For The Aging Inc	NC	\$343,532	President/ceo	\$13,158	\$14,542	2024
Mid Rogue Foundation	OR	\$343,804	Executive Dir.	\$21,711	\$21,566	2024
Circle Of Friends Inc	PA	\$309,648	Executive Director	\$63,964	\$68,228	2024
Senior Citizens Council Of Madison County Inc	FL	\$306,937	Executive Director	\$47,925	\$48,157	2024
Clarence Fraim Senior Center Of	DE	\$347,654	Executive Di	\$62,074	\$65,012	2024
White Rose Senior Center Inc	PA	\$351,408	Executive Director	\$66,949	\$69,571	2025
Howard County Council On Aging	TX	\$302,533	Director	\$27,500	\$29,424	2024
Scott County Senior Citizens Inc	AR	\$300,874	Executive Director	\$36,500	\$43,884	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 139 organizations. Compensation range \$1,426–\$174,077; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$327,045); for reference, expenses \$270,073 and assets \$272,836.

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

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	91 st
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	86 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 (Douglas Gaddis) 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 139 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$87,188 is reasonable (approximately the 91st 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.