

Save A Girl Save A World

Executive Director / CEO

EIN 463680673

MI · NTEE O01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Glenda Gill, Executive Director / CEO** (\$126,180) against **every comparable organization** that fit the selection criteria — **932** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

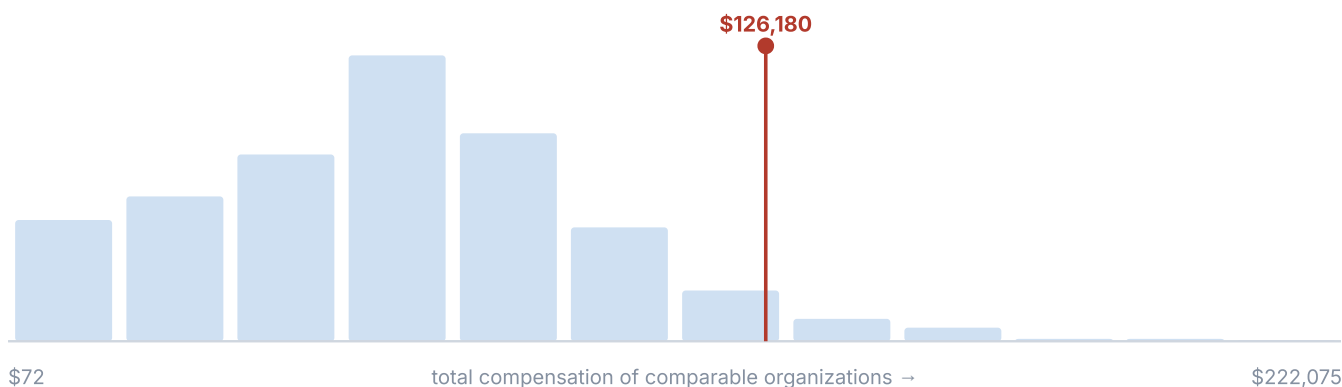
Benchmarked executive: Glenda Gill — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---------------------------------------------------------------------------------------------------------------------------|
| SECTOR | Organizations sharing the subject's NTEE classification (O01). |
| BUDGET | Total revenue between \$300,137 and \$671,950 — 0.67x to 1.50x the subject's \$447,967 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue. |

932 organizations qualified on sector, size, and geography → **932** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|----------|----------|----------|----------|-----------|------------------|
| \$18,036 | \$39,609 | \$63,347 | \$84,060 | \$104,413 | \$126,180 |
|----------|----------|----------|----------|-----------|------------------|



● 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 |
|----------------------------------------------------------------------------------|-------|-----------|-------------------------------------|-----------------|------------------|------|
| Girls On The Run Worcester County Inc | MA | \$448,248 | Executive Director | \$49,269 | \$44,161 | 2023 |
| Choices Inc | MA | \$448,576 | President | \$46,164 | \$41,378 | 2023 |
| Tenth Life Cat Rescue | MO | \$448,600 | Executive Director | \$65,600 | \$67,315 | 2024 |
| Camp Kidwell | MI | \$448,721 | Camp Directo | \$39,572 | \$39,572 | 2024 |
| Boise Youth Sports Complex Inc | ID | \$447,075 | President | \$9,020 | \$9,570 | 2023 |
| Njsa Inc | CT | \$448,996 | Director | \$16,000 | \$14,160 | 2025 |
| Boys And Girls Club Of Eden Inc | NC | \$449,102 | Executive Di | \$56,643 | \$58,378 | 2023 |
| Sisters Unchained Inc | MA | \$449,198 | Executive Director | \$124,069 | \$108,016 | 2024 |
| Friends Of The Girl Scouts' Trust | CA | \$449,242 | Executive Director | \$25,655 | \$21,463 | 2024 |
| Womens Coaching Alliance | CA | \$446,295 | Executive Dir. | \$23,077 | \$19,306 | 2024 |
| Upstate Institute Of Youth Programs | SC | \$446,212 | Ceo | \$62,540 | \$63,211 | 2024 |
| Positive Attitude Youth Center Inc | NC | \$446,069 | Executive Di | \$70,000 | \$70,074 | 2024 |
| Genesis Inc | IA | \$449,883 | Executive Director | \$79,262 | \$84,082 | 2024 |
| Project Kindred Inc | WI | \$450,053 | Executive Dir Through December 2023 | \$90,000 | \$91,063 | 2024 |
| Center For Acknowledging The Values Accomplishments And Lives Of | TX | \$445,331 | Executive Director | \$90,000 | \$87,222 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|------------------------------------------------------------|-------|-----------|---------------------------|-----------------|------------------|------|
| Guidance Life Skills And Mentoring Inc | IN | \$450,826 | Executive Director | \$33,806 | \$35,560 | 2023 |
| Girls On The Run Of San Diego | CA | \$450,930 | Former Executive Director | \$95,631 | \$80,004 | 2024 |
| Girls Incorporated Of Fort Smith | AR | \$444,577 | Executive Director | \$67,229 | \$75,376 | 2023 |
| Boys & Girls Club Of Greater Lynchburg | VA | \$444,272 | Executive Director | \$89,583 | \$83,801 | 2024 |
| Whole Human Project | CO | \$451,844 | Executive Dir | \$123,259 | \$114,507 | 2024 |
| Cleveland Police Athletic League | OH | \$452,059 | Executive Di | \$38,700 | \$39,712 | 2024 |
| North End Youth Center Inc | IL | \$443,510 | President | \$99,213 | \$94,498 | 2024 |
| Youth Incorporated | TN | \$452,526 | Executive Director | \$55,000 | \$56,011 | 2024 |
| Brothers And Sisters Emerging | PA | \$452,617 | President And Ceo | \$96,085 | \$95,575 | 2023 |
| Prince Georges County Boys And Girls | MD | \$452,677 | Executive Dir | \$91,100 | \$82,516 | 2024 |

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 **932** organizations. Compensation range \$72–\$222,075; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$447,967); for reference, expenses \$569,205 and assets \$359,016.

| | |
|-----------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| ROLE MATCH | Glenda Gill, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material. |
| OUTLIERS | 12 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 | 95 th |
| Total compensation (D + F), as reported (no adjustments) | 94 th |
| Reportable pay only (column D), adjusted | 96 th |
| All sources (D + E + F), adjusted | 92 nd |

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 (Glenda Gill) 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 932 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$126,180 is reasonable (approximately the 95th 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.