

Firefly Sisterhood

Executive Director / CEO

EIN 464874051
 MN · NTEE G32
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Amy Gallagher, Executive Director / CEO** (\$88,933) against **every comparable organization** that fit the selection criteria — **344** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82nd** percentile of comparable organizations within the typical range

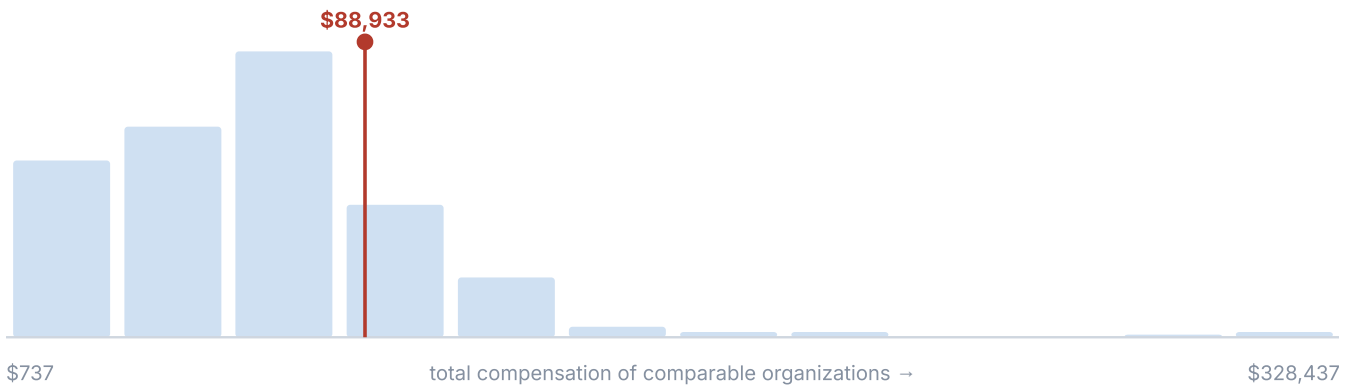
Benchmarked executive: Amy Gallagher — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G32).
BUDGET	Total revenue between \$197,972 and \$443,223 — 0.67x to 1.50x the subject's \$295,482 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

344 organizations qualified on sector, size, and geography → **344** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,044	\$33,628	\$63,889	\$82,423	\$108,918	\$88,933
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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 MN 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
Parkinson Association Of Central Florida Inc	FL	\$295,008	Executive Director	\$75,000	\$69,258	2024
Autism Care Today	CA	\$294,338	Director	\$64,498	\$56,364	2023
Race Cancer Foundation Inc	MA	\$293,645	President And Director	\$45,000	\$40,924	2023
Hemophilia And Bleeding Disorders Of Alabama Inc	AL	\$297,938	Executive Director	\$84,231	\$92,093	2023
Hemophilia Association Of The	VA	\$292,950	Executive Director	\$76,378	\$74,634	2023
Hope In View Inc	IN	\$298,684	Coordinator	\$62,000	\$64,271	2024
Louvenia D Barksdale Sickle Cell Anemia Foundatio	SC	\$298,707	Community Engagement Coordinator	\$46,693	\$47,883	2024
International Association Of Oral And	IL	\$291,999	Executive Director	\$26,531	\$26,397	2023
The Cancer Care Fund Of	CT	\$291,325	Executive Dir.	\$6,522	\$6,011	2024
Sisters' Hope Foundation	PA	\$300,085	President	\$66,412	\$65,102	2024
Montana Youth Diabetes Alliance Inc	MT	\$290,742	Executive Director	\$18,876	\$20,001	2024
Rock From The Heart	MN	\$290,379	President	\$2,000	\$1,943	2024
Beth C Wright Cancer Resource	ME	\$289,375	Executive Di	\$66,000	\$64,964	2024
Shwachman-diamond Syndrome Alliance Inc	MA	\$288,814	President	\$80,000	\$72,754	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vision Outreach International Inc	MI	\$303,002	Executive Director	\$89,898	\$93,906	2023
Stroke Awareness Foundation	CA	\$287,276	Executive Dir.	\$137,105	\$116,377	2024
North Carolina Neurological Society	NC	\$303,787	Executive Director	\$5,137	\$5,372	2023
The Nightbirde Foundation	OH	\$286,921	Ceo & Chairman	\$103,847	\$111,313	2023
Ovarcome Non-profit Inc	TX	\$286,812	President & Founder	\$82,500	\$81,122	2024
Georgia Vascular Society Inc	NY	\$305,000	Executive Director	\$50,000	\$44,414	2024
The Isaac Foundation	WA	\$285,953	Executive Dir.	\$48,479	\$42,665	2024
Fellows Forum Inc	FL	\$285,404	Chairman	\$2,000	\$1,901	2023
Cancer Navigators Inc	GA	\$284,637	Foundation D	\$19,534	\$19,308	2024
Community For Autism And Motor Planning	AZ	\$306,925	Interim Executive Director	\$23,111	\$22,494	2023
Camp Rising Sun Inc	CT	\$307,278	Executive Dir.	\$31,979	\$30,345	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 344 organizations. Compensation range \$737–\$328,437; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$295,482); for reference, expenses \$183,358 and assets \$334,041.

ROLE MATCH	Amy Gallagher, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	82 nd
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	84 th
All sources (D + E + F), adjusted	76 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 (Amy 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 344 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,933 is reasonable (approximately the 82nd 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.