

Diffvelopment

Executive Director / CEO

This analysis benchmarks the total compensation of **Esi Kagale Agyeman Gillo, Executive Director / CEO** (\$43,750) against **every comparable organization** that fit the selection criteria — **75** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Esi Kagale Agyeman Gillo — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (J20).
BUDGET	Total revenue between \$188,399 and \$421,789 — 0.67x to 1.50x the subject's \$281,193 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

75 organizations qualified on sector, size, and geography → **75** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,709	\$50,431	\$76,175	\$92,668	\$102,798	\$43,750
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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 NJ 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
Northern Tier Industry And Education Consortium In	PA	\$280,735	Executive Director	\$37,798	\$42,217	2024
Dress For Success Worcester Inc	MA	\$284,377	Executive Director	\$80,604	\$81,125	2024
Njea Frederick L Hipp Foundation For	NJ	\$288,553	President	\$195,157	\$195,157	2024
Ccyp Inc	MA	\$273,215	Ceo	\$92,060	\$95,392	2023
Career Transitions Inc	MT	\$289,279	Executive Dir.	\$85,736	\$100,842	2025
Dress For Success Sw Florida Inc	FL	\$290,787	Executive Director	\$75,510	\$81,796	2023
Nevada Business Opportunity Fund	NV	\$292,801	Executive Director	\$556,640	\$624,929	2024
Siskiyou County Jobs Council	CA	\$266,910	Executive Dir.	\$26,689	\$26,574	2023
Inter-city Services Inc	CA	\$266,608	Executive Director	\$30,382	\$29,384	2024
The Diversity Pledge Institute	OH	\$265,693	Executive Director	\$102,385	\$121,457	2024
Belvedere Real Care Providers Network Inc	MD	\$297,411	Vice President	\$24,000	\$25,873	2023
Christian Womens Job Corps Of Mclennan	TX	\$264,639	Executive Director	\$64,260	\$74,121	2023
Michigan Assessing Coalition Inc	MI	\$261,634	Executive Director	\$21,177	\$24,482	2024
Christian Womens Job Corps Of Kerr County	TX	\$301,268	Executive Director	\$70,092	\$78,529	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
First Call For Help Of Ellis County Inc	KS	\$302,465	Executive Dir	\$46,689	\$56,494	2024
Dress For Success Des Moines	IA	\$258,798	Executive Director	\$42,692	\$52,355	2024
Executive Alliance Inc	MD	\$257,280	Exec. Director	\$95,000	\$99,476	2024
Experience Now Inc	VA	\$256,444	President & Ceo	\$36,924	\$41,111	2023
Pennsylvania Farm Link Inc	PA	\$254,281	Executive Di	\$68,987	\$77,053	2024
Harrison House Of Hope	AR	\$252,102	Ex Director	\$43,260	\$56,072	2023
Partnership For Career Development	PA	\$250,914	President	\$125,000	\$139,615	2024
Minnesota Africans United	MN	\$248,785	Ceo	\$95,762	\$109,111	2023
Jackson County Twenty First Century Coun	AL	\$316,326	Director	\$62,000	\$75,020	2024
Project Success Coalition	UT	\$317,875	Director	\$72,241	\$85,257	2023
Oregon Acte Inc	OR	\$242,007	Executive Director	\$40,500	\$43,369	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **75** organizations. Compensation range \$6,936–\$624,929; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$281,193); for reference, expenses \$248,486 and assets \$31,113.

ROLE MATCH	Esi Kagale Agyeman Gillo, reported title "CEO", 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	2 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	23 rd
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	20 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 (Esi Kagale Agyeman Gillo) 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 75 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,750 is reasonable (approximately the 23rd 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.