

Indie Chicas Fc Inc

Executive Director / CEO

EIN 474322267

ID · NTEE T30

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Allison R Gibson, Executive Director / CEO** (\$76,231) against **every comparable organization** that fit the selection criteria — **223** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78th** percentile of comparable organizations within the typical range

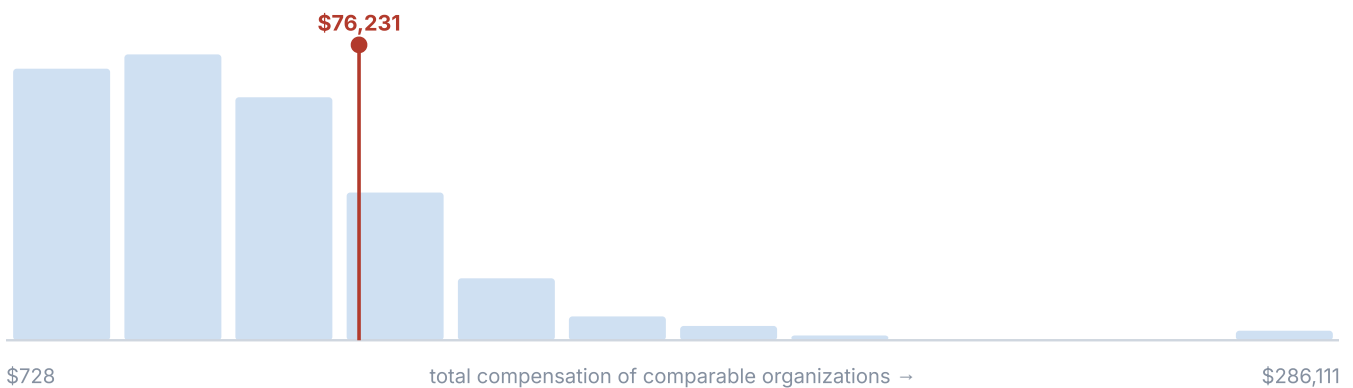
Benchmarked executive: Allison R Gibson — reported title “BOARD MEMBER & CHAIR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$220,472 and \$493,596 — 0.67x to 1.50x the subject's \$329,064 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

223 organizations qualified on sector, size, and geography → **223** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$14,621	\$24,329	\$45,127	\$71,671	\$103,083	\$76,231
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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 ID 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
Great Southwest Equestrian Foundation	TX	\$328,505	Treasurer/director	\$23,832	\$22,410	2024
Bikes Blues & Barbeque Inc	AR	\$329,936	Executive Di	\$34,100	\$36,032	2024
From Cradle To College Foundation	FL	\$328,000	Executive Di	\$100,450	\$86,420	2025
Appropriate Place Inc	NJ	\$326,902	President	\$80,985	\$67,971	2024
Maji Safi Group	CO	\$331,801	President	\$36,000	\$33,408	2023
Auxiliary To Greenville Health System	SC	\$332,699	Board Member/gift Shop Manager (Until Aug 2024)	\$83,378	\$81,768	2024
Home Health Care Foundation	PA	\$334,192	President	\$11,250	\$10,546	2024
The Elmore Bolling Initiative Inc	AL	\$323,502	Treasurer	\$4,000	\$4,062	2024
The Buck Fifty Inc	OH	\$322,619	Race Director	\$18,333	\$18,793	2023
Central Florida Educational	FL	\$321,167	President/director	\$46,702	\$41,242	2024
Moebius Syndrome Foundation	CO	\$338,157	Executive Director	\$90,018	\$81,140	2024
Missouri Coalition Of Recovery Support	MO	\$319,660	Interim Ex Dir	\$21,000	\$20,908	2024
Pikes Peak Or Bust Rodeo Foundation	CO	\$318,025	General Manager	\$37,410	\$32,852	2025
The Dominguez Dream In Memory Of	CA	\$317,313	Executive Director	\$71,000	\$57,632	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Explore Ministries Inc	AR	\$340,878	Executive Director	\$256,058	\$278,554	2023
One By One Costa Rica	NC	\$316,898	Director	\$18,317	\$18,317	2023
Dake Foundation For Children	NY	\$316,350	Executive Director	\$55,847	\$47,439	2024
Leading Education	DC	\$315,241	Director	\$6,230	\$5,139	2024
Kurt Warner First Things	MO	\$343,174	Executive Director/secretary	\$69,914	\$69,609	2024
Ministry Services Group Inc	GA	\$314,000	Ceo, Director	\$3,000	\$2,836	2024
Mds Foundation Inc	MA	\$313,380	Executive Director, Clerk	\$35,827	\$29,485	2025
School Of Choice Education Organization	IL	\$345,648	Executive Director	\$125,000	\$115,521	2024
Samaritan Ministries Inc	MD	\$312,260	Executive Director	\$54,736	\$49,526	2023
South Wood County Recreation Center Inc	WI	\$346,935	Treasurer	\$1,000	\$982	2024
Living Resources Foundation Inc	NY	\$311,021	Ceo	\$26,209	\$22,263	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ID 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 ID 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	223 organizations. Compensation range \$728–\$286,111; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$329,064); for reference, expenses \$277,382 and assets \$308,907.
ROLE MATCH	Allison R Gibson, reported title "BOARD MEMBER & CHAIR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	78 th
Total compensation (D + F), as reported (no adjustments)	74 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	57 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 (Allison R Gibson) 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 223 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$76,231 is reasonable (approximately the 78th 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.