

Franklin County Women And Family Shelter

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Janet Gates, Executive Director / CEO** (\$56,273) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

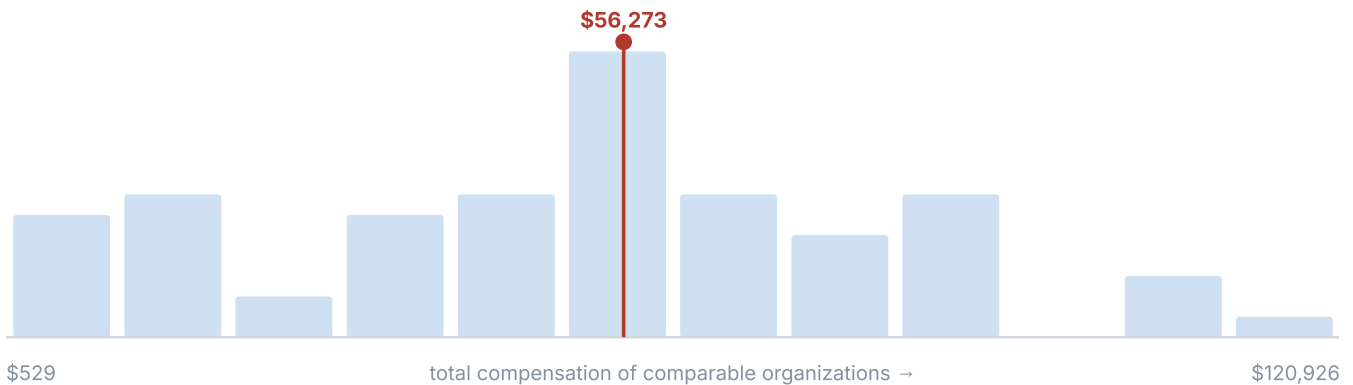
Benchmarked executive: Janet Gates — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L40).
BUDGET	Total revenue between \$303,051 and \$678,472 — 0.67x to 1.50x the subject's \$452,315 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,862	\$32,373	\$53,181	\$65,306	\$84,036	\$56,273
----------	----------	----------	----------	----------	----------



■ 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 KY 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
Walking Down Ranch Inc	AZ	\$447,141	Vice President	\$41,882	\$37,491	2024
Chestnut Campus Inc	CA	\$457,585	Ceo (After 6/22)	\$39,101	\$32,355	2023
Haven Of Hope Inc	NM	\$442,527	Executive Di	\$82,265	\$82,356	2024
New Alternatives For Lgbt Homeless Youth Inc	NY	\$441,779	Executive Director	\$69,000	\$59,749	2023
Loving Hands Childrens Home	CA	\$437,160	Executive Director	\$28,800	\$23,147	2024
Marys Place Pittsburgh	PA	\$472,123	Executive Director (Enter 1/12/24)	\$47,956	\$44,513	2024
Servants Of Shelter Of Koochiching County	MN	\$430,647	Executive Director	\$76,200	\$72,153	2023
South Oakland Citizens For The	MI	\$426,298	Executive Di	\$65,000	\$60,838	2025
Home Together A Nonprofit Corporation	NV	\$482,513	Executive Director	\$90,000	\$83,969	2024
Palaemon Inc	MA	\$494,012	President	\$106,600	\$89,162	2024
Santa Cruz Hostel Society	CA	\$496,743	President	\$13,971	\$11,229	2024
Gmp Development Corp	MA	\$401,456	President & Ceo	\$4,937	\$4,129	2024
Hoskins Park Ministries Inc	NC	\$401,432	Director	\$61,825	\$61,216	2023
Our Front Porch	CO	\$400,731	Ceo	\$79,625	\$71,066	2024
New Attitude On My Image Inc	OH	\$398,948	Exec Director	\$53,400	\$52,644	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Next Step Initiative Tennessee	TN	\$397,545	Executive Dir.	\$53,737	\$51,220	2025
Butte Spirit Center	MT	\$507,431	Executive Director	\$29,432	\$30,402	2023
The Rock Found	CO	\$510,654	Polan	\$56,700	\$52,100	2023
Hearne House Inc	OH	\$393,504	Executive Dir.	\$37,500	\$38,061	2023
Housing Initiatives Of Princeton	NJ	\$392,002	Executive Director	\$49,167	\$42,066	2023
Safe Harbors Network	CA	\$391,640	Executive Dir.	\$13,210	\$10,617	2024
Grace Home Inc	OK	\$389,502	President/director	\$60,351	\$61,855	2024
Trinity Sober Homes	MN	\$525,755	President	\$9,543	\$9,036	2023
Gratiot County Hope House	MI	\$377,853	Executive Director	\$65,625	\$63,047	2024
River Of Refuge	MO	\$528,434	Executive Di	\$84,819	\$83,618	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 65 organizations. Compensation range \$529–\$120,926; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$452,315); for reference, expenses \$338,150 and assets \$831,355.

ROLE MATCH Janet Gates, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	55 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	49 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 (Janet Gates) 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 65 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,273 is reasonable (approximately the 55th 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.