

# North Carolina Statewide Independent

Executive Director / CEO

EIN 800193798  
 NC · NTEE P80  
 FY ending 2024-10-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Gloria Garton, Executive Director / CEO** (\$71,308) against **every comparable organization** that fit the selection criteria — **187** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

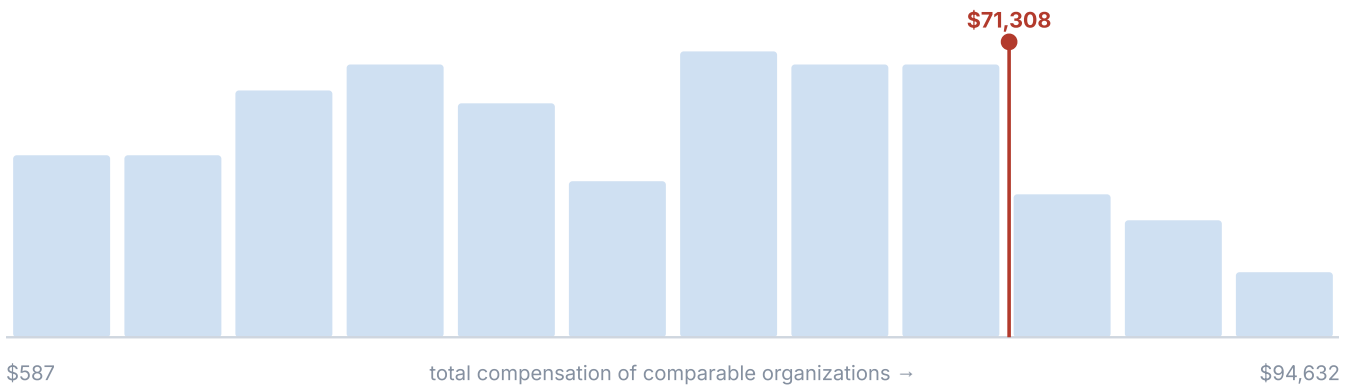
**Benchmarked executive:** Gloria Garton — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$135,510 and \$303,382 — 0.67x to 1.50x the subject's \$202,255 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**187** organizations qualified on sector, size, and geography → **187** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,771	\$23,953	\$43,775	\$62,986	\$74,063	<b>\$71,308</b>
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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 NC 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
<a href="#">Indian Council Of The Elderly Inc</a>	WI	\$203,080	Prog Coordinator	\$36,320	<b>\$36,710</b>	2024
<a href="#">Surpassing Grace</a>	TX	\$201,340	Executive Director Board Chair	\$28,000	<b>\$27,107</b>	2024
<a href="#">Unbridled Change</a>	VA	\$203,658	Exec Dir/pre	\$40,000	<b>\$38,482</b>	2023
<a href="#">Yanam2m</a>	CO	\$204,439	Ceo	\$54,680	<b>\$52,242</b>	2023
<a href="#">Surayya Anne Foundation Inc</a>	OK	\$199,279	Executive Director	\$49,000	<b>\$53,761</b>	2023
<a href="#">Dentists Who Care Inc</a>	TX	\$198,497	Executive Director	\$65,000	<b>\$62,927</b>	2024
<a href="#">Esperanza Immigration Legal Services</a>	PA	\$206,309	Executive Director	\$85,696	<b>\$85,150</b>	2023
<a href="#">Lighthouse Recovery Services Inc</a>	KY	\$197,001	Director	\$34,113	<b>\$36,518</b>	2023
<a href="#">Texas Burn Survivor Society Inc</a>	TX	\$208,307	Executive Dir.	\$48,000	<b>\$47,842</b>	2023
<a href="#">Professional Student Government</a>	MN	\$195,627	Secretary Of Grants, President	\$5,200	<b>\$4,973</b>	2024
<a href="#">Promoting Responsible Independence In Daily Endeavors Inc</a>	CA	\$195,145	President	\$30,000	<b>\$25,071</b>	2024
<a href="#">Metro Apartments Inc</a>	MN	\$209,839	Executive Vice President	\$18,918	<b>\$18,626</b>	2023
<a href="#">Lowell Terrace Corp</a>	CO	\$194,511	Board President & Ceo Of Mhcd	\$24,467	<b>\$23,377</b>	2023
<a href="#">Hope Reins In Texas Inc</a>	TX	\$194,211	Director	\$20,300	<b>\$19,653</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mend On The Move</a>	MI	\$210,320	Executive Di	\$45,047	<b>\$46,329</b>	2023
<a href="#">Deaf Ability Resource Inc</a>	CA	\$210,740	Ceo / President	\$84,100	<b>\$70,283</b>	2024
<a href="#">Helping Our Riders Succeed In Education</a>	TX	\$211,029	Executive Director	\$37,822	<b>\$36,616</b>	2024
<a href="#">Fathers Building Futures</a>	NM	\$211,109	Ceo	\$6,373	<b>\$6,830</b>	2023
<a href="#">Rice Foundation Inc</a>	PA	\$211,200	Exc. Director	\$91,367	<b>\$90,786</b>	2023
<a href="#">Helping Hands Of Yuma</a>	AZ	\$193,285	Executive Director	\$65,322	<b>\$62,595</b>	2023
<a href="#">Coleman Road Supportive Housing Inc</a>	MN	\$192,374	President/tr	\$65,715	<b>\$64,699</b>	2023
<a href="#">Teen Talking Circles</a>	WA	\$213,038	Executive Director	\$92,367	<b>\$80,034</b>	2024
<a href="#">Erikas Closet</a>	NC	\$213,804	President	\$47,021	<b>\$47,021</b>	2024
<a href="#">Community Access Naperville Inc</a>	IL	\$190,504	President	\$1,305	<b>\$1,242</b>	2024
<a href="#">K9 Care Montana Inc</a>	MT	\$214,069	President	\$72,000	<b>\$75,113</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 187 organizations. Compensation range \$587–\$94,632; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$202,255); for reference, expenses \$221,272 and assets \$52,350.

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

**RELATED-ORG PAY** 28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	73 <sup>rd</sup>

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 (Gloria Garton) 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 187 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,308 is reasonable (approximately the 87<sup>th</sup> 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.