

Gwendolyn's Gifts

Executive Director / CEO

EIN 834582350

MO · NTEE G99

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Erin Kramer, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **231** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

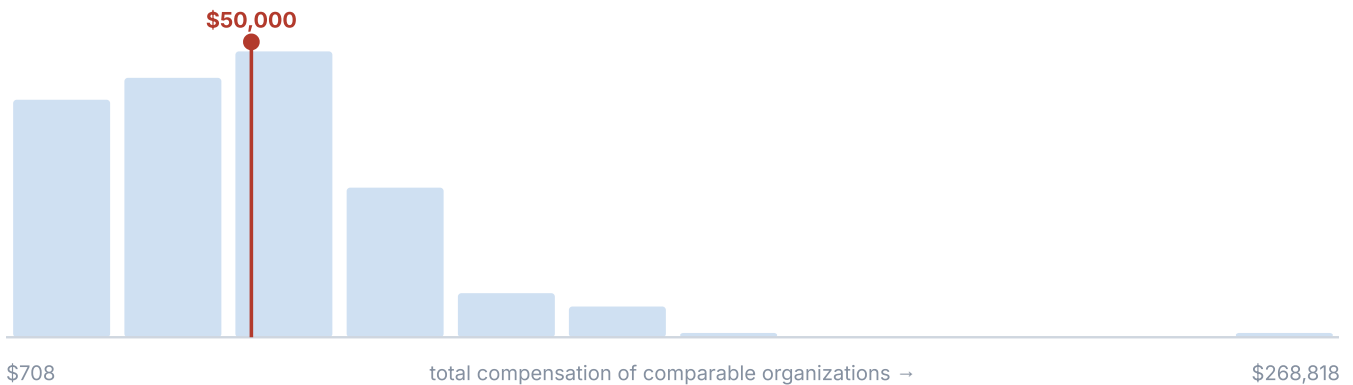
Benchmarked executive: Erin Kramer — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G99).
BUDGET	Total revenue between \$126,118 and \$282,354 — 0.67x to 1.50x the subject's \$188,236 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

231 organizations qualified on sector, size, and geography → **231** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,781	\$24,133	\$46,521	\$66,821	\$85,364	\$50,000
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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 MO 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
Cincinnati Concours D'elegance Foundation	OH	\$189,220	Executive Director	\$75,000	\$75,000	2024
Armer Foundation For Kids	AZ	\$189,254	Founder	\$40,192	\$36,495	2024
West Virginia Breast Health Initiative	WV	\$189,363	Executive Director	\$54,245	\$57,091	2023
Ovarian Cancer Alliance Of Oregon And Sw	WA	\$187,042	Executive Director	\$84,505	\$71,432	2024
National Kidney Services Inc	GA	\$189,734	Dir, President	\$12,000	\$11,392	2024
Carolina Children's Charity Inc	SC	\$190,165	Executive Director	\$91,455	\$90,081	2024
Ms 4 Ms	MD	\$184,294	Ceo/director	\$12,000	\$10,592	2024
Federation Center Of The Blind	SC	\$183,953	Executive Director	\$32,031	\$32,482	2023
Texas Podiatric Medical Foundation	TX	\$183,446	Executive Director	\$21,600	\$20,400	2024
The Chip Miller Charitable Foundation	PA	\$182,848	Board Member	\$8,714	\$8,205	2024
Sensational Fun Inc	NY	\$193,991	Executive Director	\$26,750	\$23,496	2023
Ovations For The Cure Inc	MA	\$194,308	Executive Di	\$84,180	\$73,530	2023
Candor Nc	NC	\$182,134	Executive Director	\$19,250	\$19,335	2023
Post-polio Health International Inc	MO	\$194,777	Executive Director	\$71,465	\$71,465	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Autism Society Of America Foundation	MD	\$181,121	President And Ceo	\$52,831	\$46,634	2024
Together Enhancing Autism Awareness In	MS	\$195,740	Ceo	\$29,203	\$31,616	2023
Ovarian Cancer Project Inc	NY	\$180,466	Executive Dir.	\$54,916	\$46,852	2024
Kidney Foundation Of Central Pa	PA	\$180,385	Execuitive Director	\$68,900	\$66,788	2023
Garretts Place Life Skills Center For Autism	MI	\$196,480	Executive Director	\$13,594	\$13,248	2024
Pop Earth Corporation	NY	\$179,952	Executive Di	\$60,000	\$51,190	2024
Metco Directors Association Inc	MA	\$196,766	President	\$1,500	\$1,273	2024
Childrens Developmental Center Of Lima	OH	\$196,823	Executive Director	\$41,233	\$41,233	2024
Chestor House Inc	CO	\$179,566	President	\$1,875	\$1,697	2024
Asociacion Para La Superacion Del Nino Con Syndrome Down	PR	\$197,004	Director	\$42,700	\$42,700	2024
International Society For Molecular	FL	\$197,204	President	\$10,000	\$8,870	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **231** organizations. Compensation range \$708–\$268,818; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$188,236); for reference, expenses \$187,846 and assets \$172,793.
ROLE MATCH	Erin Kramer, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	53 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	50 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 (Erin Kramer) 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 10, 2026, comparing compensation against 231 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 53rd 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 10, 2026.