

This analysis benchmarks the total compensation of **Glory Mcdaniel, Executive Director / CEO** (\$114,842) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

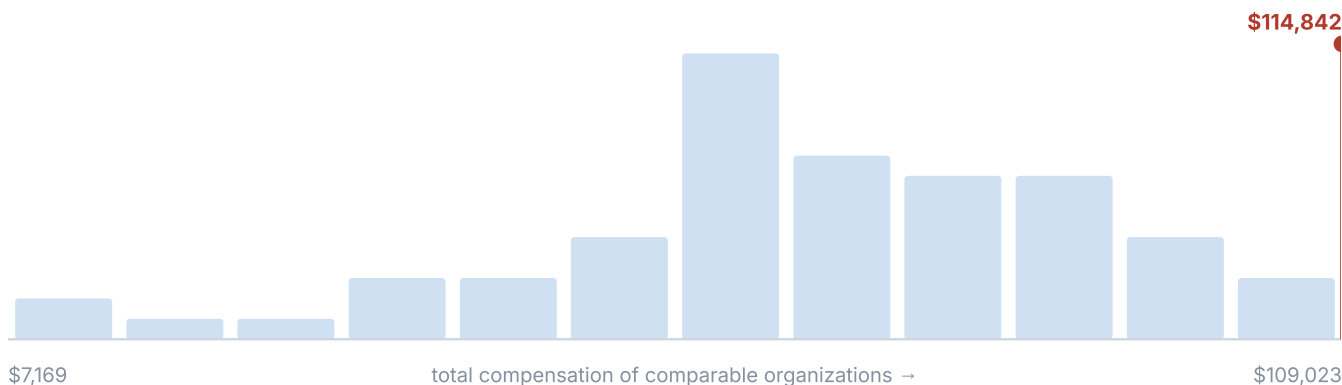
Benchmarked executive: Glory Mcdaniel — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P43).
BUDGET	Total revenue between \$329,384 and \$737,427 — 0.67x to 1.50x the subject's \$491,618 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P43), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$40,335	\$58,632	\$70,839	\$84,225	\$95,166	\$114,842
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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 CO 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
Hillsdale County Task Force On Family Violence	MI	\$491,434	Excecutive Director	\$69,350	\$72,726	2025
Safe In Lenoir County Inc	NC	\$490,775	Executive Di	\$66,477	\$71,634	2024
Southern Ohio Area Task Force On	OH	\$480,087	Executive Director	\$77,302	\$85,386	2024
Bethany House Of Northern Virginia Inc	VA	\$510,506	Executive Director	\$86,456	\$87,057	2024
Family Crisis Center Inc	OK	\$512,925	Executive Di	\$79,228	\$90,982	2024
Barbara Kettle Gundlach Shelter	MI	\$516,992	Exc Director	\$56,691	\$61,024	2024
Domestic Violence Intervention Inc	NV	\$465,956	Executive Director	\$63,093	\$65,955	2024
Bridges Safehouse Inc	TX	\$459,379	Executive Director	\$51,104	\$53,312	2024
Domestic Abuse Center	CA	\$458,203	Executive Di	\$71,872	\$64,723	2024
Safe Center Inc	OK	\$527,588	Executive Dir.	\$67,576	\$79,894	2023
My Sisters' Place	OR	\$529,319	Executive Di	\$68,274	\$66,122	2024
Knoxville Family Justice Center	TN	\$529,321	Executive Director	\$87,560	\$98,820	2023
Next Step Ministries	NC	\$529,963	Executive Director	\$70,044	\$75,478	2024
Save Asian Souls Inc	FL	\$532,226	Cfo	\$35,004	\$35,307	2023
Domestic Violence And Abuse Center	ND	\$449,150	Executive Director	\$52,547	\$58,589	2025
Where All Women Are Honored	SD	\$445,638	Executive Dir.	\$55,385	\$65,629	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Domestic Violence Escape Inc (Dove)	MI	\$551,386	Executive Di	\$45,760	\$49,258	2024
New Hope Crisis Pregnancy Center	NC	\$553,728	Executive Dir.	\$65,000	\$70,043	2024
Nuevo Sendero Inc	FL	\$427,112	Ceo	\$39,049	\$39,386	2023
Domestic Violence Crisis Services	AL	\$557,432	Executive Director	\$52,154	\$58,760	2024
Hyde County Hotline Inc	NC	\$558,090	Executive Director	\$90,832	\$95,356	2025
Domestic Abuse Intervention	NM	\$420,735	Executive Di	\$6,560	\$7,169	2025
Haven Of Tioga County	PA	\$418,718	Executive Di	\$62,883	\$65,398	2024
Custer Network Against	MT	\$415,077	Executive Di	\$74,025	\$83,217	2024
Joel 2 Missions Inc	PA	\$412,494	President	\$20,872	\$22,349	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	62 organizations. Compensation range \$7,169–\$109,023; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$491,618); for reference, expenses \$508,359 and assets \$59,067.
ROLE MATCH	Glory Mcdaniel, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	100 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 (Glory Mcdaniel) 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 62 similarly situated organizations (Same NTEE sector (P43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,842 is reasonable (approximately the 100th 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.