

Girls Build Kalamazoo Inc

Executive Director / CEO

EIN 852781278

MI · NTEE O50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Twala Lockett-jones, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **437** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

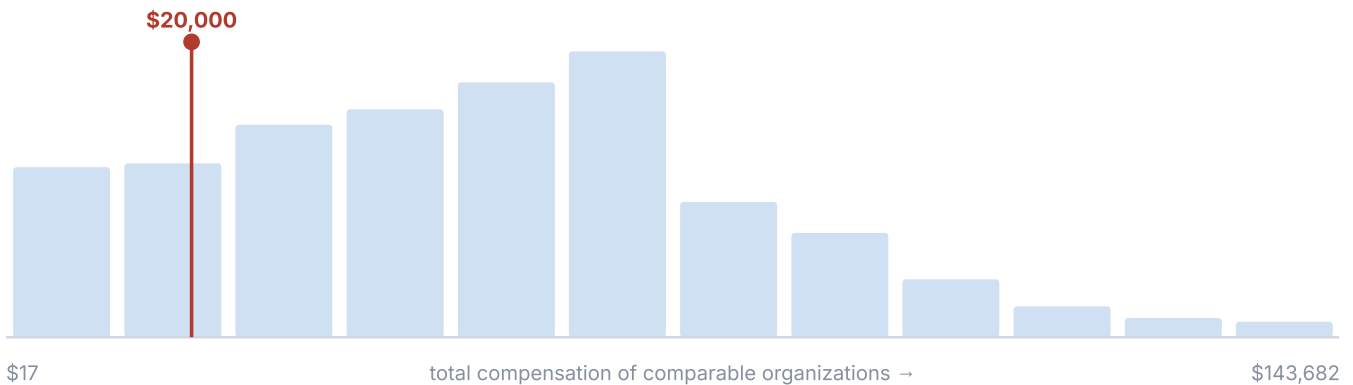
Benchmarked executive: Twala Lockett-jones — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O50).
BUDGET	Total revenue between \$157,101 and \$351,720 — 0.67x to 1.50x the subject's \$234,480 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

437 organizations qualified on sector, size, and geography → **437** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,827	\$28,182	\$50,195	\$69,453	\$89,427	\$20,000
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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 MI 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
San Antonio Future Basketball Inc	TX	\$234,444	President	\$6,000	\$5,815	2024
Chinese Youth Camp	TX	\$234,593	Camp Director, Finance Director, Facilities	\$1,750	\$1,696	2024
Colorado Young Leaders	CO	\$234,792	Executive Di	\$33,008	\$30,664	2024
The Kansas Youth Empowerment Academy Incorporated	KS	\$233,894	Executive Director	\$25,690	\$26,889	2024
Circle Camps For Grieving Children Inc	WI	\$235,090	Executive Director	\$60,000	\$60,709	2024
Dj Henry Dream Fund Inc	MA	\$233,392	Vice Chair	\$78,972	\$70,785	2023
Giving Us Leadership An Focus	TX	\$233,338	President	\$4,860	\$4,710	2024
Pensacola's Promise Inc	FL	\$233,241	Executive Di	\$75,000	\$68,261	2024
Gold Coast Junior Golf Foundation Inc	FL	\$235,824	Dir & President	\$2,500	\$2,275	2024
The Deerwood Foundation Inc	MD	\$233,093	Executive Di	\$16,500	\$14,945	2024
Presencia Inc	GA	\$236,056	Executive Director	\$70,217	\$68,402	2024
Soccer Club Of Saint Cloud Inc	FL	\$236,238	President	\$28,527	\$25,964	2024
Counterpunch Academy	MI	\$232,659	Executive Di	\$52,980	\$52,980	2024
Horseman's Mission Inc	OH	\$232,248	Administrator	\$4,000	\$4,105	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Harold Hunter Foundation	NY	\$232,106	Executive Director	\$51,711	\$45,271	2024
Joyful Child Foundation-in Memory Of Samantha Runion	CA	\$231,819	Executive Director	\$47,640	\$41,032	2023
Kingdom Homestead	MI	\$231,794	Executive Di	\$52,000	\$52,000	2024
Saturday Place	IL	\$237,199	Program Director	\$50,750	\$49,766	2023
Most Valuable Parents Of Buffalo Inc	NY	\$231,479	Executive Director	\$67,183	\$60,553	2023
Blooming Prairie Youth Club	MN	\$231,256	Club Coordinator	\$37,100	\$35,516	2024
Supergirls Shine Foundation	TX	\$237,931	Ceo	\$70,600	\$70,442	2023
Planet Hope Land And Sea	MD	\$238,166	Executive Director	\$68,500	\$62,045	2024
Chester Upland Youth Soccer	PA	\$230,783	Executive Director	\$48,125	\$46,496	2024
Sing Me A Story Foundation	MN	\$230,556	Executive Director	\$70,000	\$67,012	2024
Mother Oliver S Place Inc	FL	\$238,473	Director	\$110,000	\$100,116	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 437 organizations. Compensation range \$17–\$143,682; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$234,480); for reference, expenses \$61,027 and assets \$369,511. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Twala Lockett-jones, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	16 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	16 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 (Twala Lockett-jones) 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 437 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 16th 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.