

Peer Specialists Limited

Executive Director / CEO

EIN 862937896

WI · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shirley Drake, Executive Director / CEO** (\$82,074) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **88th** percentile of comparable organizations within the typical range

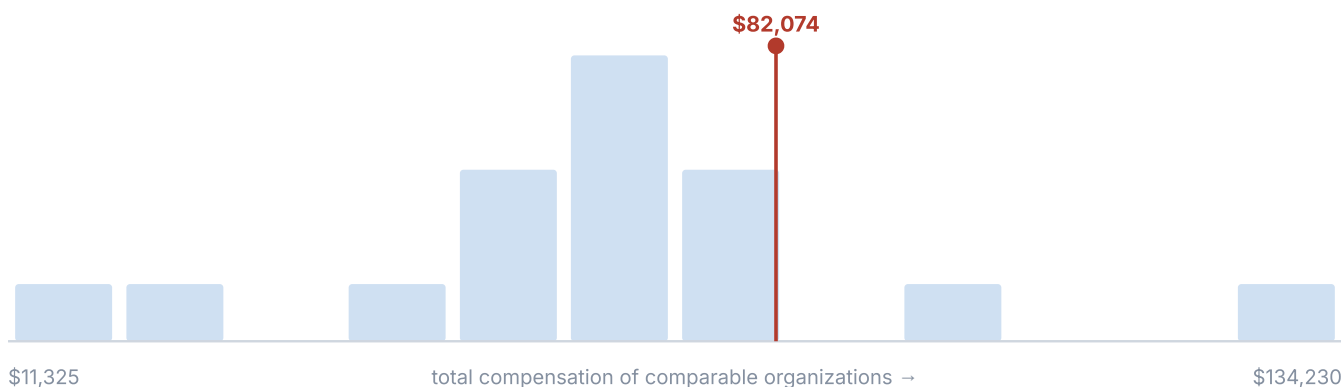
Benchmarked executive: Shirley Drake — reported title “GENERAL MANAGER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$246,472 and \$551,805 — 0.67x to 1.50x the subject's \$367,870 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + WI + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$39,543	\$55,416	\$65,855	\$75,994	\$86,853	\$82,074
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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 WI 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
Glow 414 Inc	WI	\$382,729	Executive Director	\$48,081	\$48,081	2024
Acts 1728 Dance Inc	WI	\$387,518	Director Of	\$31,005	\$31,005	2024
Love Inc Of Sheboygan County Inc	WI	\$346,241	Executive Dir.	\$69,495	\$69,495	2024
Cornerstone Of Grace	WI	\$329,196	Director	\$63,592	\$65,470	2023
Heartlove Place Inc	WI	\$326,422	Executive Dir.	\$130,379	\$134,230	2023
West Africa Leadership And Youth	WI	\$319,766	President	\$72,500	\$70,631	2025
Ihope Together Inc	WI	\$317,432	Executive Director	\$98,326	\$95,792	2025
Eden Invitation Inc	WI	\$423,039	President	\$77,913	\$77,913	2024
Wisconsin Dental Association	WI	\$424,964	Executive Director	\$52,772	\$54,331	2023
Stateline Pregnancy Clinic Inc	WI	\$308,150	Executive Di	\$55,778	\$55,778	2024
Hope For Children Ministries Inc	WI	\$301,536	Secretary Board Member	\$11,000	\$11,325	2023
Karunainc	WI	\$265,501	Executive Di	\$76,846	\$76,846	2024
Threads Of Hope Inc	WI	\$256,408	Executive Director	\$58,000	\$59,713	2023
Myteam Triumph Wisconsin Inc	WI	\$510,002	Executive Director	\$73,538	\$75,710	2023
Compassionate Connections Center Inc	WI	\$538,020	Executive Director	\$63,314	\$63,314	2024
Madison Area Food Pantry Gardens	WI	\$540,984	Farm Manager	\$66,240	\$66,240	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 16 organizations. Compensation range \$11,325–\$134,230; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$367,870); for reference, expenses \$399,073 and assets \$92,524.

ROLE MATCH Shirley Drake, reported title "*GENERAL MANAGER*", 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	88 th
Total compensation (D + F), as reported (no adjustments)	88 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	88 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 (Shirley Drake) 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 16 similarly situated organizations (Same NTEE sector (P20) + WI + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,074 is reasonable (approximately the 88th 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.