

Bgcco Milo-grogan Holding Company

Executive Director / CEO

EIN 873358293

OH · NTEE O11

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Douglas Wolf, Executive Director / CEO** (\$31,794) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

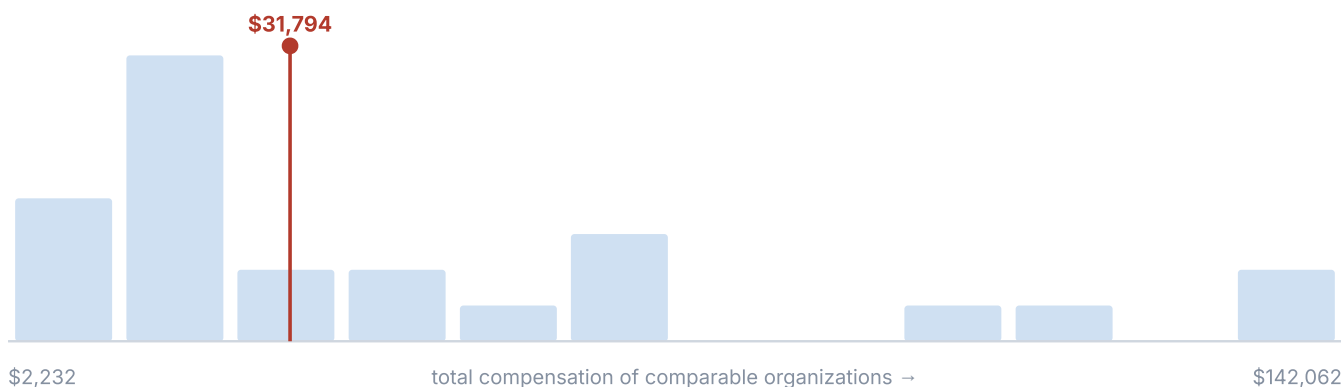
Benchmarked executive: Douglas Wolf — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O11).
BUDGET	Total revenue between \$250,017 and \$559,741 — 0.67x to 1.50x the subject's \$373,161 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O11), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,298	\$16,173	\$23,334	\$64,650	\$112,174	\$31,794
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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 OH 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
Friends Of St Lawrence-watts Youth Center	CA	\$363,431	Executive Director	\$85,234	\$67,698	2025
North Yellowstone Education Foundation	MT	\$383,677	Executive Dir.	\$45,000	\$47,151	2023
La Fencing Academy Of Pomona	CA	\$360,625	President	\$21,400	\$17,447	2024
Friends Of The Children -	OR	\$358,161	Executive Director	\$21,321	\$18,694	2024
Girl Scouts Of Southern Arizona	AZ	\$390,651	Ceo	\$16,995	\$15,432	2024
Journeymen Institute	WA	\$353,181	Executive Director	\$78,571	\$68,378	2023
Gillwell Foundation	NE	\$348,947	Secretary/executive Direct	\$57,264	\$59,868	2023
Boys & Girls Club And Family Center Of Bristol Inc	CT	\$400,000	Chief Executive Officer	\$160,478	\$142,062	2024
Will Work For Kids Nonprofit Group Inc	FL	\$325,436	Director	\$11,253	\$9,981	2024
Friends Of Explorer Post 58	OR	\$427,852	Executive Director	\$127,547	\$115,135	2023
Free Enterprise Foundation Inc	IL	\$429,221	Secretary	\$5,205	\$4,974	2023
Gsnex Stem Center Of Excellence	TX	\$441,487	Ceo	\$36,402	\$34,380	2024
Kc United Youth Family Sports & Education Association	KS	\$299,174	Program Director	\$16,368	\$17,188	2023
Sisters Unchained Inc	MA	\$449,198	Executive Director	\$124,069	\$105,264	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of The Girl Scouts' Trust	CA	\$449,242	Executive Director	\$25,655	\$20,916	2024
Right From The Start	GA	\$296,138	Executive Director	\$67,031	\$63,634	2024
Camp Twin Lakes Foundation Inc	GA	\$456,940	Chief Executive Officer	\$17,296	\$16,420	2024
Big Brothers Big Sisters Of Miami	FL	\$460,576	President & Ceo	\$12,086	\$11,036	2023
Franklin-simpson Baseball Boosters Inc	KY	\$284,055	Treasurer	\$2,200	\$2,232	2024
Girl Scouts Of Southern Arizona	AZ	\$473,322	Ceo	\$16,995	\$15,432	2024
Clearwater Aquatic Team Inc	FL	\$270,228	President	\$29,802	\$25,752	2025
Building Futures Inc	CA	\$482,915	President & Ceo	\$173,481	\$141,435	2024
New City Kids Foundation	NJ	\$532,927	President	\$23,637	\$19,925	2024
Project Hope Ca Inc	CA	\$558,109	President	\$47,863	\$40,174	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 24 organizations. Compensation range \$2,232–\$142,062; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$373,161); for reference, expenses \$644,688 and assets \$8,043,250. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Douglas Wolf, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", 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	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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	83 rd

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 (Douglas Wolf) 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 13, 2026, comparing compensation against 24 similarly situated organizations (Same NTEE sector (O11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,794 is reasonable (approximately the 54th 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 13, 2026.