

# Global Outreach Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Shannon Coenen, Executive Director / CEO** (\$30,001) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

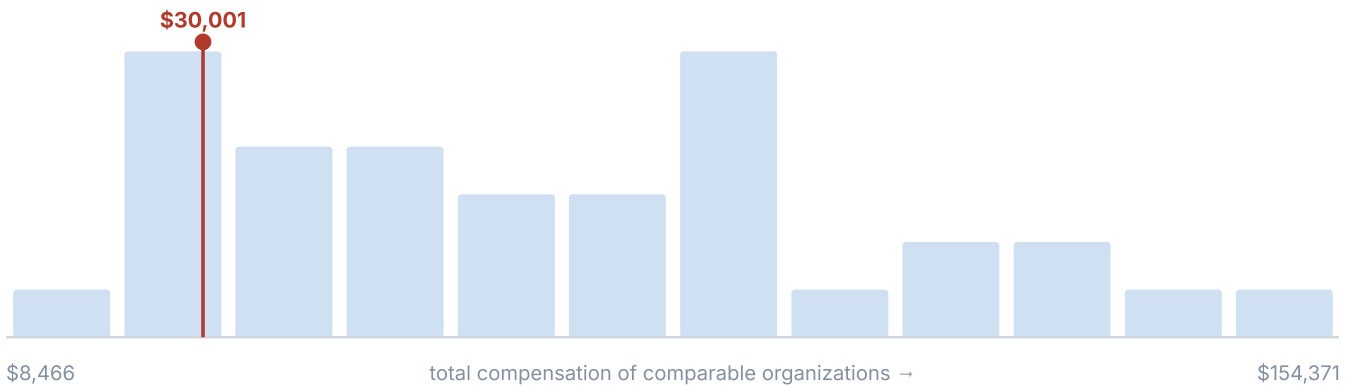
**Benchmarked executive:** Shannon Coenen — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$314,646 and \$704,431 — 0.67x to 1.50x the subject's \$469,621 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CO + budget 0.67–1.5x revenue.

**34** organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,850	\$40,105	\$65,738	\$92,690	\$118,780	\$30,001
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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
<a href="#">Chevra Usa</a>	CO	\$465,272	Executive Director	\$97,783	<b>\$100,671</b>	2023
<a href="#">Heartspace Kids Inc</a>	CO	\$464,476	President And Ceo	\$87,563	<b>\$87,563</b>	2024
<a href="#">Startup Colorado</a>	CO	\$456,575	Executive Director	\$31,032	<b>\$31,949</b>	2023
<a href="#">Project I See You</a>	CO	\$482,772	Executive Director, Vice-president	\$40,000	<b>\$41,181</b>	2023
<a href="#">Genesis Project Of Northern Colorado</a>	CO	\$452,524	Executive Director	\$34,263	<b>\$35,275</b>	2023
<a href="#">Synaptiv Inc</a>	CO	\$445,939	President	\$134,195	<b>\$134,195</b>	2024
<a href="#">Greater Park Hill Community Inc</a>	CO	\$439,185	Executive Director	\$38,606	<b>\$39,746</b>	2023
<a href="#">Samaritan Institute Inc</a>	CO	\$500,331	Executive Vi	\$154,371	<b>\$154,371</b>	2024
<a href="#">Freedom Revived</a>	CO	\$501,497	President/ Ceo	\$90,000	<b>\$92,658</b>	2023
<a href="#">Hope In Our City</a>	CO	\$507,143	School Principle	\$62,308	<b>\$60,702</b>	2025
<a href="#">Remerg</a>	CO	\$512,523	Founder And Executive Director	\$86,517	<b>\$86,517</b>	2024
<a href="#">The Naloxone Project</a>	CO	\$420,062	Executive Director	\$25,585	<b>\$26,341</b>	2023
<a href="#">Denver Tool Library</a>	CO	\$528,360	Executive Director Tool Library Community Workshop Director	\$81,660	<b>\$84,072</b>	2023
<a href="#">Forward Steps Foundation</a>	CO	\$538,577	Executive Director	\$111,802	<b>\$111,802</b>	2024
<a href="#">Lamar Unidos Llc</a>	CO	\$545,660	Executive Dir.	\$22,377	<b>\$22,377</b>	2024
<a href="#">Colorado News Collaborative</a>	CO	\$560,424	Executive Di	\$129,008	<b>\$129,008</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Battle Monuments Foundation</a>	CO	\$573,615	Executive Director	\$121,000	<b>\$121,000</b>	2024
<a href="#">From The Heart Foundation</a>	CO	\$364,050	Executive Director	\$51,584	<b>\$51,584</b>	2024
<a href="#">Milestone Community Wellness Llc</a>	CO	\$359,674	Executive Dir.	\$65,850	<b>\$65,850</b>	2024
<a href="#">Rise Foundation Inc</a>	CO	\$358,363	Executive Director	\$73,875	<b>\$73,875</b>	2024
<a href="#">Para Ti Mujer</a>	CO	\$350,881	President	\$46,709	<b>\$46,709</b>	2024
<a href="#">Love For Lily</a>	CO	\$348,154	Executive Director	\$55,000	<b>\$56,625</b>	2023
<a href="#">Arboretum Coffee</a>	CO	\$345,091	Executive Dir.	\$22,635	<b>\$22,635</b>	2024
<a href="#">The Ambassador Foundation</a>	CO	\$594,673	Executive Director	\$113,600	<b>\$113,600</b>	2024
<a href="#">Africa Development Promise</a>	CO	\$340,321	Executive Director	\$28,038	<b>\$28,038</b>	2024

**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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 34 organizations. Compensation range \$8,466–\$154,371; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$469,621); for reference, expenses \$436,489 and assets \$242,619.

**ROLE MATCH** Shannon Coenen, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	18 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	18 <sup>th</sup>
Reportable pay only (column D), adjusted	18 <sup>th</sup>
All sources (D + E + F), adjusted	15 <sup>th</sup>

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 (Shannon Coenen) 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 34 similarly situated organizations (Same NTEE sector (P20) + CO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,001 is reasonable (approximately the 18<sup>th</sup> 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.