

Springfield School Volunteers Foundation

Executive Director / CEO

EIN 201503384
 MA · NTEE B42
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Denise Cogman, Executive Director / CEO** (\$6,883) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

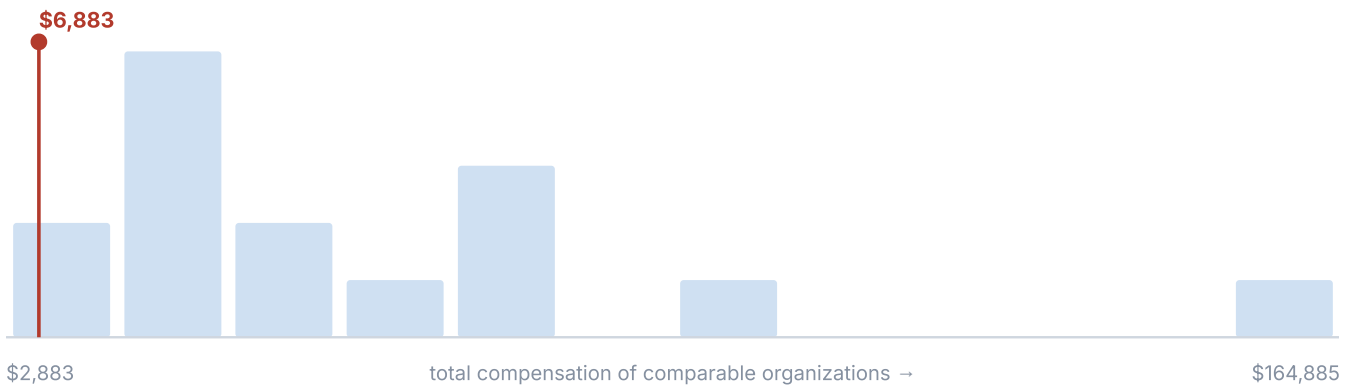
Benchmarked executive: Denise Cogman — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B42).
BUDGET	Total revenue between \$163,147 and \$365,256 — 0.67x to 1.50x the subject's \$243,504 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B42), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,672	\$19,624	\$32,112	\$60,041	\$79,115	\$6,883
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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 MA 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
William Peace University Foundation	NC	\$242,682	University President (Thru 6/24)	\$22,867	\$26,293	2024
American Innovation University	CA	\$253,081	Ceo	\$166,667	\$164,885	2023
Washington Mens Gymnastics Foundation	WA	\$255,053	Executive Director	\$12,000	\$11,648	2025
College Of Idaho 2nd Century Fund	ID	\$229,987	Vp Finance & Administration	\$14,291	\$16,918	2024
Martin Luther King Breakfast	OH	\$263,245	Executive Di	\$38,000	\$43,634	2025
The Baron Real Estate Foundation Inc	GA	\$270,674	President	\$54,552	\$61,040	2024
Berkshire Christian College	MA	\$216,014	President	\$33,995	\$34,999	2023
College Properties Of Oberlin Inc	OH	\$204,921	President/trustee	\$75,093	\$86,226	2025
Heritage Bible College Inc	NC	\$291,883	President	\$59,529	\$68,449	2024
Rowan College At Burlington County	NJ	\$298,220	Secretary	\$59,423	\$59,041	2024
Southern Methodist College	SC	\$188,478	Ex Officio Member	\$28,392	\$32,112	2025
Institute Artes Liberales Foundation		\$313,570	President/program Director	\$16,708	\$16,708	2024
Oak Brook College Of Law And Government Policy	CA	\$168,321	President	\$3,000	\$2,883	2024
Hildegard College	CA	\$335,941	President	\$23,852	\$22,329	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ucs University Of California	CA	\$341,941	President	\$24,000	\$23,062	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	15 organizations. Compensation range \$2,883–\$164,885; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$243,504); for reference, expenses \$10,890 and assets \$1,230,515. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Denise Cogman, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	60 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 (Denise Cogman) 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 15 similarly situated organizations (Same NTEE sector (B42), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,883 is reasonable (approximately the 7th 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.