

Communities Empowering People Together

Executive Director / CEO

EIN 311830583
 GA · NTEE L20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Robert B Cooke, Executive Director / CEO** (\$3,071) against **every comparable organization** that fit the selection criteria — **11** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 0th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Robert B Cooke — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

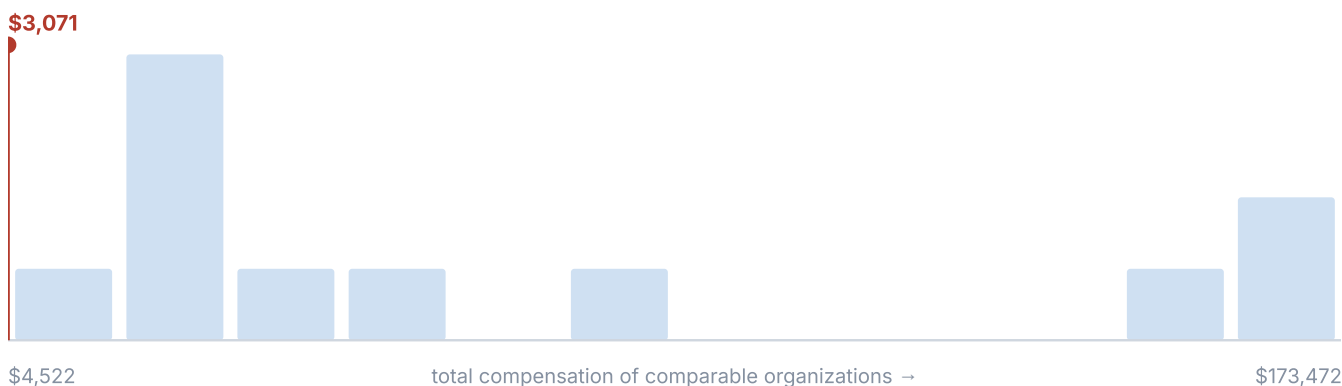
SECTOR Organizations sharing the subject's NTEE classification (L20).

BUDGET Total revenue between \$804 and \$1,800 — 0.67x to 1.50x the subject's \$1,200 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

11 organizations qualified on sector, size, and geography → **11** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,259

\$24,475

\$46,590

\$120,266

\$166,628

\$3,071



■ 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 GA 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
Aguila Inc	NY	\$1,162	Plan Administrator	\$68,888	\$58,583	2025
Buckner Fhc-bachman Lake	TX	\$1,260	President & Ceo, Board Chair	\$174,369	\$173,472	2023
New Chauncey Housing Incorporated	IN	\$1,312	Executive Di	\$81,473	\$82,998	2024
Arlington Good Samaritan	SD	\$1,365	President & Ceo	\$143,523	\$157,533	2023
Ecothrive Housing	WA	\$1,378	Executive Director	\$24,675	\$21,341	2024
Eskaton Fountainwood Lodge	CA	\$1,434	President & Ceo	\$55,853	\$46,590	2024
Homefull Hfj Llc	OH	\$912	Ceo	\$4,420	\$4,522	2024
Tucson Ministries Inc	CO	\$826	President	\$29,805	\$27,608	2024
Light Of Life Support Corporation 2	PA	\$1,715	Executive Director	\$20,427	\$20,259	2023
Florida Voa Elderly Housing Inc	VA	\$1,716	President	\$183,373	\$166,628	2025
City Heights Senior Housing Corporation	CA	\$1,728	President & Ceo	\$39,546	\$32,137	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA cost of living and 2023 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

GA 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	11 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$4,522–\$173,472; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$1,200); for reference, expenses \$199 and assets \$387. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Robert B Cooke, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	8 peers 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	0 th
Total compensation (D + F), as reported (no adjustments)	0 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	27 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 (Robert B Cooke) 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 11 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,071 is reasonable (approximately the 0th 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.