

# Exeter Community Education Foundation

Executive Director / CEO

EIN 383775095  
 PA · NTEE P20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Angela Cooke, Executive Director / CEO** (\$31,000) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

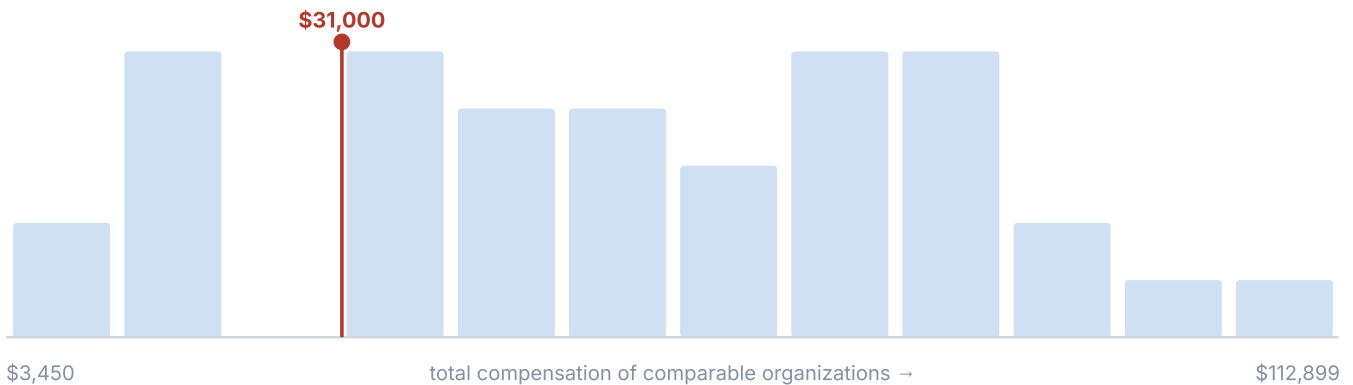
**Benchmarked executive:** Angela Cooke — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$147,328 and \$329,839 — 0.67x to 1.50x the subject's \$219,893 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + PA + budget 0.67–1.5x revenue.

**37** organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,098	\$34,078	\$55,692	\$76,327	\$86,495	\$31,000
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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 PA 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="#">Supporting Area Families Everyday</a>	PA	\$219,916	Executive Di	\$68,226	<b>\$68,226</b>	2024
<a href="#">Selfless Solutions Inc</a>	PA	\$216,586	President	\$12,000	<b>\$12,000</b>	2024
<a href="#">The Pointe</a>	PA	\$224,391	Director	\$37,167	<b>\$38,265</b>	2023
<a href="#">Awaken Pittsburgh</a>	PA	\$225,793	Founder & Executive Director	\$42,183	<b>\$42,183</b>	2024
<a href="#">Family Promise Of Lycoming County Inc</a>	PA	\$213,923	Director	\$52,000	<b>\$52,000</b>	2024
<a href="#">Africa Dream Partnership</a>	PA	\$212,338	Director, Employee	\$45,750	<b>\$47,101</b>	2023
<a href="#">Juniper Community Missions</a>	PA	\$210,693	President	\$16,800	<b>\$17,296</b>	2023
<a href="#">The Long Short Road Inc</a>	PA	\$207,159	President & Ceo	\$92,032	<b>\$92,032</b>	2024
<a href="#">The Arc Alliance Guardianship Services</a>	PA	\$205,454	Executive Director	\$54,094	<b>\$55,692</b>	2023
<a href="#">Northeastern Area Social Service Center Of York Co</a>	PA	\$234,654	Executive Director	\$47,459	<b>\$48,861</b>	2023
<a href="#">The Center For Positive Aging In</a>	PA	\$235,861	Exec Directo	\$76,327	<b>\$76,327</b>	2024
<a href="#">Jada House International Inc</a>	PA	\$235,879	Executive Dir.	\$60,567	<b>\$62,356</b>	2023
<a href="#">Healthy Steps Diaper Bank</a>	PA	\$240,826	Executive Director	\$32,740	<b>\$32,740</b>	2024
<a href="#">Life Factors Ministries</a>	PA	\$198,228	President	\$101,324	<b>\$101,324</b>	2024
<a href="#">Pa Fop Foundation</a>	PA	\$197,602	Past Executive Director	\$16,000	<b>\$16,000</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fiorenza's Food For Friends</a>	PA	\$242,342	Executive Director	\$81,250	<b>\$81,250</b>	2024
<a href="#">Caitlin's Smiles Inc</a>	PA	\$242,835	Founder/ceo	\$34,500	<b>\$35,519</b>	2023
<a href="#">Westlanco Love Inc</a>	PA	\$251,542	Executive Director	\$65,040	<b>\$65,040</b>	2024
<a href="#">The Simple Way</a>	PA	\$253,264	Executive Di	\$20,818	<b>\$20,818</b>	2024
<a href="#">Bridge Of Hope Harrisburg Area</a>	PA	\$259,996	Executive Director	\$81,743	<b>\$79,636</b>	2025
<a href="#">Project Cpr</a>	PA	\$179,363	Pres	\$89,154	<b>\$89,154</b>	2024
<a href="#">Thompson Social Services Inc</a>	PA	\$261,381	President	\$74,700	<b>\$74,700</b>	2024
<a href="#">Strawberry Mansion Neighborhood Action Center</a>	PA	\$263,930	Executive Director	\$79,368	<b>\$79,368</b>	2024
<a href="#">Neighborhood Crusades Inc</a>	PA	\$174,265	Director	\$33,100	<b>\$34,078</b>	2023
<a href="#">Don Mills Achievement Center</a>	PA	\$266,361	Executive Director Through 12/31/2022	\$68,484	<b>\$70,507</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 37 organizations. Compensation range \$3,450–\$112,899; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$219,893); for reference, expenses \$142,084 and assets \$379,272.

**ROLE MATCH** Angela Cooke, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	19 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	19 <sup>th</sup>
Reportable pay only (column D), adjusted	19 <sup>th</sup>
All sources (D + E + F), adjusted	19 <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 (Angela 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 37 similarly situated organizations (Same NTEE sector (P20) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,000 is reasonable (approximately the 19<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.