

# Spread The Love Commission

Executive Director / CEO

EIN 474855586

WY · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jennifer Wren Fialka, Executive Director / CEO** (\$90,121) against **every comparable organization** that fit the selection criteria — **1077** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84<sup>th</sup>** percentile of comparable organizations within the typical range

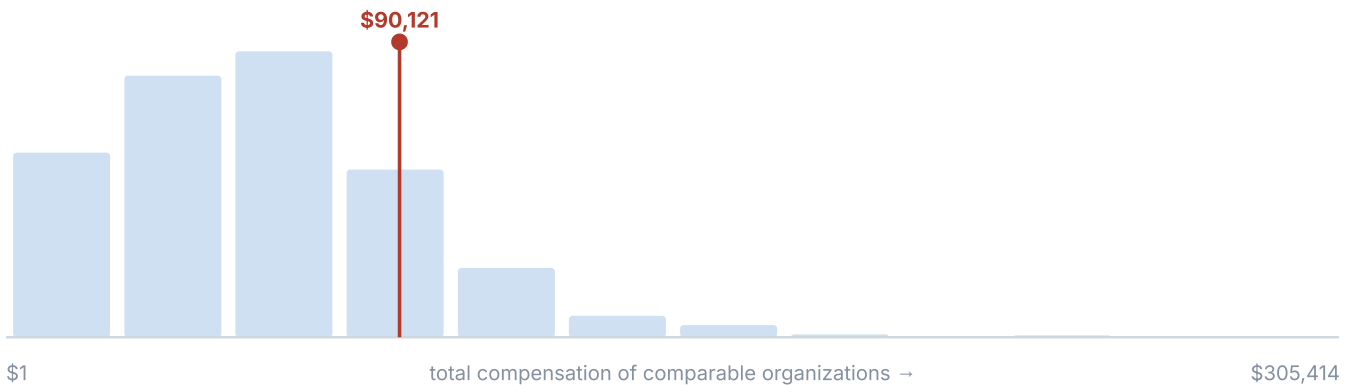
**Benchmarked executive:** Jennifer Wren Fialka — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$281,001 and \$629,107 — 0.67x to 1.50x the subject's \$419,405 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,077** organizations qualified on sector, size, and geography → **1,077** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,778	\$33,256	\$54,910	\$78,523	\$103,123	\$90,121
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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 WY 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="#">Youth Positive Impact Coaching</a>	TX	\$419,614	Ceo	\$83,200	<b>\$77,722</b>	2024
<a href="#">Ebenezer Ridge Point Apartments Inc</a>	MN	\$419,868	President, End 9-2024	\$70,974	<b>\$65,492</b>	2024
<a href="#">Artvango Therapeutic Services Inc</a>	TX	\$419,921	President And Ceo	\$62,500	<b>\$60,109</b>	2023
<a href="#">The Naloxone Project</a>	CO	\$420,062	Executive Director	\$25,585	<b>\$23,587</b>	2023
<a href="#">Chin Community Of Indiana</a>	IN	\$420,441	Executive Director	\$65,000	<b>\$64,013</b>	2024
<a href="#">Switch</a>	SC	\$420,743	Executive Di	\$104,879	<b>\$102,178</b>	2024
<a href="#">Butterfly Dreamz Inc</a>	NJ	\$420,823	Executive Director/ceo	\$96,005	<b>\$80,048</b>	2024
<a href="#">Community Restoration Coalition</a>	TN	\$420,913	President	\$5,855	<b>\$5,747</b>	2024
<a href="#">Educate The Children Inc</a>	NY	\$417,870	Executive Director	\$33,990	<b>\$27,944</b>	2025
<a href="#">A Mothers Love Inc</a>	NE	\$417,828	Executive Director	\$40,965	<b>\$41,146</b>	2024
<a href="#">Helping Heroes Of America</a>	IN	\$417,423	President	\$43,500	<b>\$44,105</b>	2023
<a href="#">House Of Neighborly Service - Monroe</a>	IL	\$417,391	Executive Dir.	\$56,833	<b>\$52,178</b>	2024
<a href="#">I Have The Right To Org Inc</a>	DC	\$421,454	Executive Director	\$148,597	<b>\$121,774</b>	2024
<a href="#">Vessel For Arts</a>	MI	\$416,992	President And Executive Director	\$88,500	<b>\$83,107</b>	2025
<a href="#">Local 25 Permanent Building Corp</a>	DC	\$416,877	Executive Director	\$64,308	<b>\$52,700</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Random Acts Of Flowers Tampa Bay Inc</a>	FL	\$416,629	Executive Director	\$69,350	<b>\$62,637</b>	2023
<a href="#">The Diaper Alliance Inc</a>	MI	\$422,285	Interim Dire	\$30,000	<b>\$29,771</b>	2023
<a href="#">Family Assistance And Resource Center Group Inc</a>	OR	\$422,291	Executive Director	\$7,100	<b>\$6,340</b>	2023
<a href="#">Mothers-in-action Inc</a>	CA	\$422,398	Board President & Ceo	\$81,000	<b>\$75,610</b>	2021
<a href="#">El Tesoro Foundation</a>	TX	\$416,389	President & Ceo	\$18,976	<b>\$17,727</b>	2024
<a href="#">Reach Services Inc</a>	FL	\$422,747	President	\$52,708	<b>\$46,240</b>	2024
<a href="#">Eden Invitation Inc</a>	WI	\$423,039	President	\$77,913	<b>\$75,988</b>	2024
<a href="#">Faces And Voices Of Recovery Tri-county Inc</a>	SC	\$415,696	Executive Director	\$45,000	<b>\$45,136</b>	2023
<a href="#">Sound The Trumpet Ministries</a>	TX	\$415,683	President &	\$75,500	<b>\$70,529</b>	2024
<a href="#">Sher Le Mon Swim Club Inc</a>	RI	\$415,508	President	\$600	<b>\$537</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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	1077 organizations. Compensation range \$1–\$305,414; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$419,405); for reference, expenses \$424,302 and assets \$37,767.
ROLE MATCH	Jennifer Wren Fialka, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 54 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 25 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	84 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	78 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	80 <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 (Jennifer Wren Fialka) 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 1077 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,121 is reasonable (approximately the 84<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.