

# Resources To Inspire Students & Educators- dc

Executive Director / CEO

EIN 611441621

DC · NTEE O50

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Ricardo Cooper, Executive Director / CEO** (\$95,000) against **every comparable organization** that fit the selection criteria — **484** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 71<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Ricardo Cooper — 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 (O50).

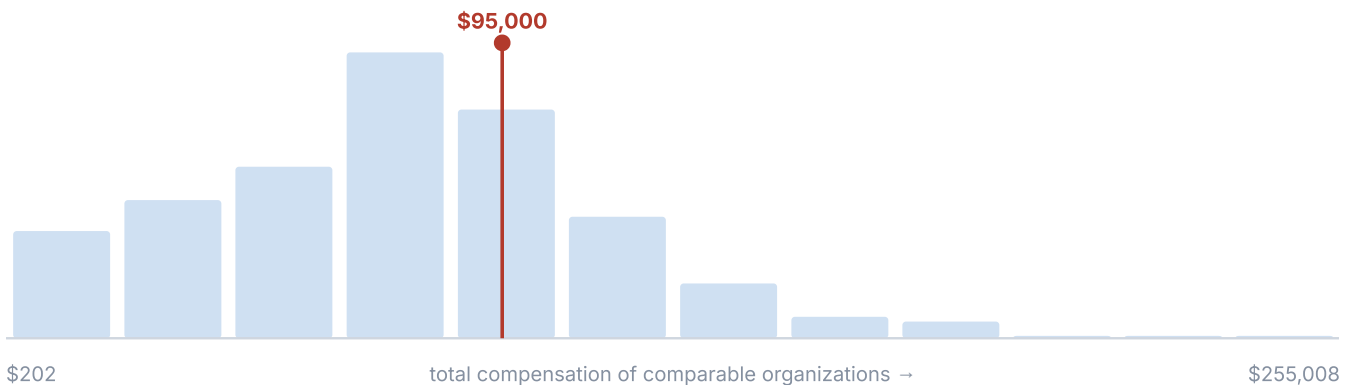
**BUDGET** Total revenue between \$310,157 and \$694,381 — 0.67x to 1.50x the subject's \$462,921 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**484** organizations qualified on sector, size, and geography

→ **484** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$22,029</b> 10TH	<b>\$50,126</b> 25TH	<b>\$76,583</b> MEDIAN	<b>\$98,121</b> 75TH	<b>\$122,261</b> 90TH	<b>\$95,000</b> THIS ORG · 71ST
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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 DC 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="#">Communities In School Of Greenbrier</a>	WV	\$463,401	Executive Dir.	\$75,210	<b>\$92,798</b>	2023
<a href="#">Girls Embracing Mothers Inc</a>	TX	\$463,500	Chair And President	\$89,160	<b>\$98,719</b>	2024
<a href="#">Mill Town Foundation</a>	SC	\$463,666	Director	\$8,730	<b>\$10,081</b>	2024
<a href="#">Club Esteem Inc</a>	FL	\$463,856	Executive Director	\$88,490	<b>\$92,013</b>	2024
<a href="#">Joe's Place Ministries</a>	OR	\$464,999	Executive Di	\$60,262	<b>\$61,943</b>	2024
<a href="#">Save Girls On Fyer Inc</a>	CT	\$458,759	President, Ceo	\$90,000	<b>\$96,162</b>	2023
<a href="#">Girls On The Run Of Central Ohio</a>	OH	\$458,015	Council Director	\$67,662	<b>\$79,323</b>	2024
<a href="#">The Rock Center</a>	CO	\$457,880	Executive Dir.	\$89,816	<b>\$95,326</b>	2024
<a href="#">Adventure Works Of Dekalb</a>	IL	\$457,343	Executive Di	\$98,032	<b>\$106,676</b>	2024
<a href="#">Girls On The Run Las Vegas</a>	NV	\$456,919	Executive Dir.	\$90,945	<b>\$98,302</b>	2025
<a href="#">First Priority Of Tampa Bay Inc</a>	FL	\$469,071	President	\$86,250	<b>\$89,685</b>	2024
<a href="#">Nycsalt Inc</a>	NY	\$469,111	Founder & Chief Executive Officer	\$162,758	<b>\$167,598</b>	2023
<a href="#">Keaukaha One Youth Development</a>	HI	\$469,757	President/ed	\$100,008	<b>\$102,034</b>	2023
<a href="#">Artpreneurs Inc</a>	MD	\$469,928	Executive Director	\$72,800	<b>\$75,334</b>	2024
<a href="#">Teen Lifeline Inc</a>	TX	\$470,297	Officer	\$108,087	<b>\$123,210</b>	2023
<a href="#">Rise Up Reno Prevention Network</a>	KS	\$455,424	Executive Di	\$54,284	<b>\$64,913</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Team Kids Inc</a>	CA	\$455,402	Ceo	\$67,538	<b>\$66,458</b>	2023
<a href="#">Cherry Creek Youth Sports</a>	CO	\$470,553	President	\$28,750	<b>\$31,415</b>	2023
<a href="#">The Orange Duffel Bag Initiative Inc</a>	GA	\$470,780	President	\$68,251	<b>\$78,203</b>	2023
<a href="#">Kids In Need Of Mchenry County Inc</a>	IL	\$454,795	Executive Dir.	\$48,385	<b>\$52,652</b>	2024
<a href="#">Annie Moses Ministries</a>	TN	\$454,534	Dir And Treas	\$28,444	<b>\$38,308</b>	2021
<a href="#">Shining Light Community Outreach Foundation</a>	VA	\$453,523	Wump Director	\$36,679	<b>\$39,200</b>	2024
<a href="#">Brothers And Sisters Emerging</a>	PA	\$452,617	President And Ceo	\$96,085	<b>\$109,192</b>	2023
<a href="#">Youth Incorporated</a>	TN	\$452,526	Executive Director	\$55,000	<b>\$63,991</b>	2024
<a href="#">Second Life Bikes Inc</a>	NJ	\$473,493	Vice Preside	\$60,000	<b>\$61,047</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	<b>484</b> organizations. Compensation range \$202–\$255,008; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$462,921); for reference, expenses \$482,130 and assets \$91,634.
ROLE MATCH	Ricardo Cooper, reported title <i>"EXECUTIVE DIRECTOR"</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** 10 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	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	79 <sup>th</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	71 <sup>st</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 (Ricardo Cooper) 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 10, 2026, comparing compensation against 484 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$95,000 is reasonable (approximately the 71<sup>st</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 10, 2026.