

Center For Successful Aging

Executive Director / CEO

This analysis benchmarks the total compensation of **Steven Sharpe, Executive Director / CEO** (\$41,167) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

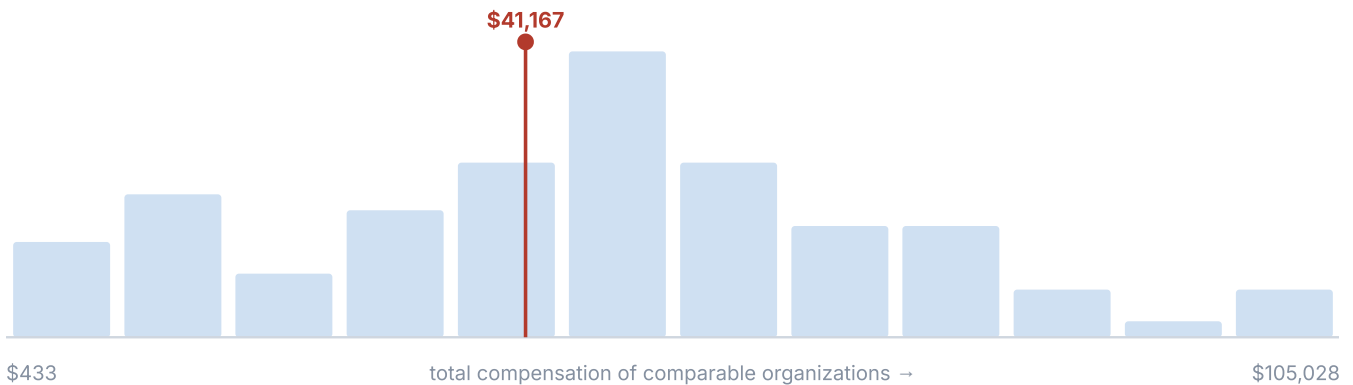
Benchmarked executive: Steven Sharpe — reported title “ADMINISTRATIVE DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81).
BUDGET	Total revenue between \$130,816 and \$292,872 — 0.67x to 1.50x the subject's \$195,248 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

88 organizations qualified on sector, size, and geography → **88** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,056	\$32,145	\$47,174	\$59,626	\$76,777	\$41,167
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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 CA 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
Lita Love Is The Answer	CA	\$195,577	Executive Dir.	\$70,538	\$70,538	2023
Giles County Senior Citizens	TN	\$195,590	Executive Director	\$31,085	\$35,807	2025
Penns Village	PA	\$195,931	Executive Director	\$8,654	\$9,708	2024
Senior Citizens Center	WI	\$193,775	Co-director	\$47,569	\$55,882	2024
Cwa Littleton Inc	CO	\$193,470	Executive Di	\$10,000	\$10,786	2024
Menomonie Area Senior Center	WI	\$197,565	Executive Dir.	\$32,498	\$38,178	2024
Serving Older Adults Through Changing Ti	OH	\$197,600	Executive Director	\$28,600	\$34,073	2024
Caldwell Senior Center Inc	NC	\$198,398	Executive Di	\$57,886	\$67,279	2024
Opal's Dream Foundation Inc	KY	\$198,438	Chief Operating Officer	\$66,177	\$82,337	2023
Forest Park Senior Center Inc	MD	\$200,485	Member	\$400	\$433	2023
Clinchfield Senior Adult Center For	TN	\$200,493	Executive Di	\$46,946	\$54,077	2025
Topeka Lulac Multi-purpose Senior	KS	\$200,910	Executive Di	\$44,125	\$53,621	2024
Schuyler County Council On Aging	MO	\$201,267	Director	\$17,272	\$20,047	2025
Salida Senior Daycare Inc	CO	\$188,933	Executive Director	\$45,000	\$48,537	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anderson Valley Senior Citizens	CA	\$201,687	Executive Di	\$18,436	\$17,445	2025
Stl Village Inc	MO	\$201,980	Executive Director	\$33,937	\$41,626	2023
The Senior Center Inc	NY	\$202,505	Executive Director	\$53,707	\$53,183	2025
Harpwell Aging At Home	ME	\$187,857	Director	\$1,000	\$1,126	2024
Canopy Of Neighbors Inc	NY	\$203,126	Executive Director	\$69,628	\$70,773	2024
Interlakes Community Caregivers Inc	NH	\$203,285	Executive Director	\$52,768	\$56,426	2023
Monroe County Senior Citizens And	TN	\$206,392	Executive Director	\$48,762	\$56,169	2025
Northwest Neighbors Network	WA	\$206,479	Director Of Community Operations & Outreach	\$100,341	\$104,037	2023
Perry County Council On Aging Inc	IN	\$208,621	Executive Director	\$39,520	\$46,879	2024
Cochran County Senior Citizens Assn	TX	\$210,719	Manager	\$42,000	\$48,654	2023
Society Of Active Retirees	MI	\$177,704	Executive Director	\$76,696	\$86,751	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **88** organizations. Compensation range \$433–\$105,028; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$195,248); for reference, expenses \$195,862 and assets \$51,900.
ROLE MATCH	Steven Sharpe, reported title " <i>ADMINISTRATIVE DIRECTOR</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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	38 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	34 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 (Steven Sharpe) 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 88 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,167 is reasonable (approximately the 38th 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.