

# The Fountain Of Youth Program

This analysis benchmarks the total compensation of **Caprice Jones, Executive Director / CEO** (\$68,575) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Caprice Jones — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

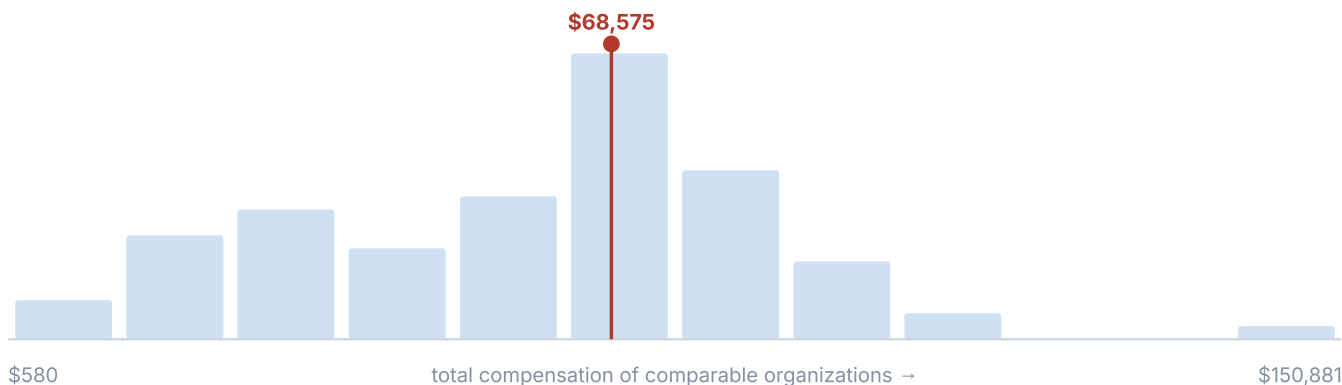
**SECTOR** Organizations sharing the subject's NTEE classification (J20).

**BUDGET** Total revenue between \$299,686 and \$670,941 — 0.67x to 1.50x the subject's \$447,294 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

**83** organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,918	\$41,949	\$63,490	\$75,823	\$87,999	\$68,575
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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 IA 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="#">Logosworks</a>	PA	\$448,075	Ceo	\$106,648	<b>\$100,001</b>	2023
<a href="#">Chaverim Israel Family Services Inc</a>	NJ	\$445,755	President	\$26,631	<b>\$21,716</b>	2024
<a href="#">Massachusetts Regional Employment</a>	MA	\$441,223	Executive Director Until 3/23	\$178,570	<b>\$150,881</b>	2023
<a href="#">Dress For Success Charity New Orleans</a>	LA	\$453,371	Executive Director	\$64,901	<b>\$67,196</b>	2023
<a href="#">Aurora Economic Opportunity Coalition</a>	CO	\$455,269	Executive Dir.	\$72,000	<b>\$67,577</b>	2022
<a href="#">Carteret County Domestic Violence Program Inc</a>	NC	\$437,802	Executive Director	\$68,744	<b>\$64,872</b>	2024
<a href="#">Ur Chicago Alliance</a>	IL	\$458,467	Executive Director	\$74,293	<b>\$68,676</b>	2023
<a href="#">Mass Afl-cio Workforce Development</a>	MA	\$458,934	President	\$79,037	<b>\$64,866</b>	2024
<a href="#">Transitional Supported Employ Of Mn</a>	MN	\$459,164	Coordinator	\$60,960	<b>\$56,638</b>	2023
<a href="#">Hopeful Opportunities Presented To</a>	FL	\$433,601	President	\$74,000	<b>\$63,490</b>	2024
<a href="#">Midlands Education &amp; Business</a>	SC	\$431,427	Regional Car	\$78,610	<b>\$74,899</b>	2024
<a href="#">Strategic Workforce Solutions</a>	MI	\$428,749	President	\$55,175	<b>\$53,549</b>	2023
<a href="#">Alabama Trucking Assn Foundation</a>	AL	\$422,418	Secretary	\$38,343	<b>\$37,832</b>	2024
<a href="#">Tampa Bay Community &amp; Family Development Corp</a>	FL	\$422,244	Chair	\$69,577	<b>\$58,157</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Worker Justice Wisconsin</a>	WI	\$475,866	Executive Director	\$70,200	<b>\$66,958</b>	2024
<a href="#">Dress For Success Cleveland</a>	OH	\$417,983	Ceo	\$75,417	<b>\$72,952</b>	2024
<a href="#">Racine Education Uniserv Council Inc</a>	WI	\$479,535	Rea President	\$111,944	<b>\$106,774</b>	2024
<a href="#">Genesis At Work Foundation</a>	OH	\$413,827	Chief Executive Officer	\$24,000	<b>\$23,902</b>	2023
<a href="#">Disabledperson Inc</a>	CA	\$482,638	President	\$78,600	<b>\$61,987</b>	2024
<a href="#">Burlington West Burlington Area</a>	IA	\$486,600	Secretary	\$4,627	<b>\$4,627</b>	2024
<a href="#">Medtech &amp; Biotech Veterans Program Inc</a>	MA	\$407,344	President And Executive Director	\$102,307	<b>\$83,964</b>	2024
<a href="#">Alliance 98</a>	IL	\$403,906	Chief Executive Office	\$60,000	<b>\$55,464</b>	2023
<a href="#">Specialized Employment Services Inc</a>	MI	\$492,044	Vice President	\$81,160	<b>\$78,767</b>	2023
<a href="#">Links To Success</a>	FL	\$492,551	Executive Director	\$82,961	<b>\$71,178</b>	2024
<a href="#">Members Assistance Program Inc</a>	NY	\$494,087	Vice President	\$100,000	<b>\$82,528</b>	2024

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

## ● Sample, role match & sensitivity

PEER COUNT **83** organizations. Compensation range \$580–\$150,881; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$447,294); for reference, expenses \$497,032 and assets \$505,033.
ROLE MATCH	Caprice Jones, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	60 <sup>th</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Caprice Jones) 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 13, 2026, comparing compensation against 83 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,575 is reasonable (approximately the 59<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 13, 2026.