

Let Our Voices Empower

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Adrian Cook, Executive Director / CEO** (\$90,734) against **every comparable organization** that fit the selection criteria — **81** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72nd** percentile of comparable organizations within the typical range

Benchmarked executive: Adrian Cook — 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 (B01).

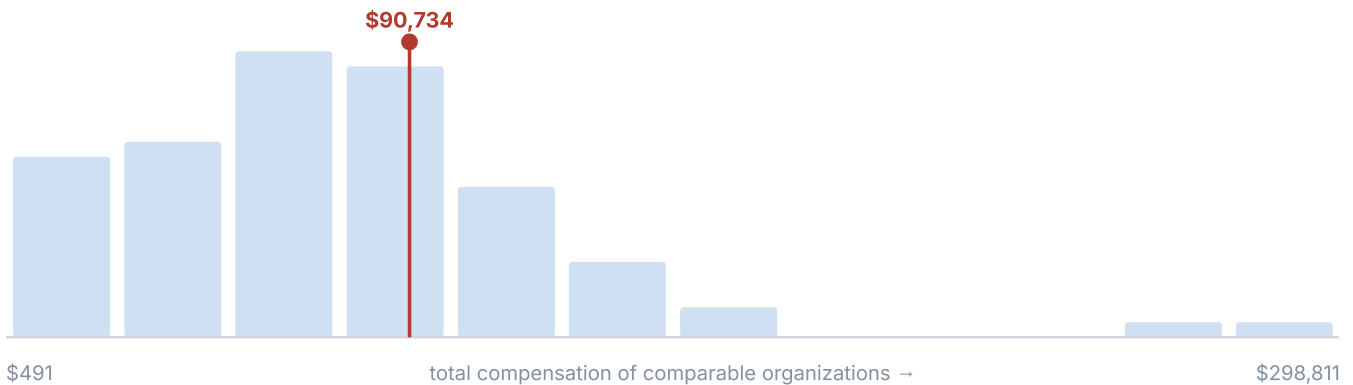
BUDGET Total revenue between \$223,099 and \$499,477 — 0.67x to 1.50x the subject's \$332,985 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

81 organizations qualified on sector, size, and geography

→ **81** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,107	\$44,498	\$69,100	\$92,415	\$129,170	\$90,734
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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 VA 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
Supportive Childcare Provider Alliance Scpa	WA	\$336,385	Executive Director	\$62,500	\$59,487	2024
1 Vote Counts	PA	\$326,752	Executive Director	\$57,200	\$60,640	2024
Sheros Rise Inc	CA	\$342,948	President	\$30,000	\$27,540	2024
Working To Extend Anti-racist Education Inc	NC	\$344,424	Executive Director	\$102,996	\$110,220	2025
Delaware Charter Schools Network	DE	\$349,872	Ceo	\$100,000	\$104,093	2024
Parents Engaging Parents	NJ	\$314,912	Executive Director	\$60,269	\$55,731	2025
South Carolina First Steps To	SC	\$311,127	Executive Di	\$76,933	\$87,843	2023
Higher Education Reform Coalition Inc	FL	\$309,118	President & Treasurer	\$7,500	\$7,712	2023
Every Brain Matters Corporation	CO	\$308,394	President	\$91,154	\$92,920	2024
Boost Oregon	OR	\$307,598	Executive Dir.	\$41,906	\$41,372	2024
Greenwood Education Foundation	IN	\$307,001	Executive Di	\$45,833	\$50,058	2025
The 15 White Coats Inc	LA	\$359,824	Executive Director	\$36,923	\$44,498	2023
National Assn Of Worksite Health Care	TX	\$301,700	Executive Director	\$52,562	\$55,896	2024
South Carolina First Steps	SC	\$301,081	Executive Di	\$41,646	\$47,553	2023
Maryland Family Institute	MD	\$367,020	President	\$37,500	\$38,372	2023
Grow Allen Inc	IN	\$298,000	Executive Di	\$71,058	\$79,662	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Institute For Black Solidarity With Israel	NC	\$294,916	Chief Executive Officer	\$92,931	\$102,080	2024
Idaho Family Policy Center Inc	ID	\$372,895	President	\$118,850	\$138,378	2023
Vip Consortium Inc	GA	\$373,476	Executive Director	\$6,000	\$6,414	2024
The Uprise Collective	OR	\$375,361	Executive Dir.	\$91,106	\$89,944	2024
Turn The Page Stl	MO	\$378,952	Executive Director	\$80,545	\$90,691	2024
Trans Women In Need Of Services Inc	FL	\$380,202	Executive Director	\$116,875	\$116,722	2024
Redemption Foundation	MI	\$283,390	Executive Director (Ended 4/24)	\$20,502	\$22,496	2024
Nd Senior Career Development	ND	\$282,338	Director	\$50,000	\$56,828	2025
Macon-bibb Mayor's Literacy	GA	\$280,335	Executive Di	\$75,000	\$82,537	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2025 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 VA 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	81 organizations. Compensation range \$491–\$298,811; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$332,985); for reference, expenses \$406,930 and assets \$33,826.
ROLE MATCH	Adrian Cook, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 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	72 nd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	69 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 (Adrian Cook) 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 81 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$90,734 is reasonable (approximately the 72nd 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.