

Springforward Ventures Inc

Executive Director / CEO

EIN 873227414

MD · NTEE J30

FY ending 2025-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Piper Phillips Caswell, Executive Director / CEO** (\$31,366) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 4th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Piper Phillips Caswell — 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 (J30).

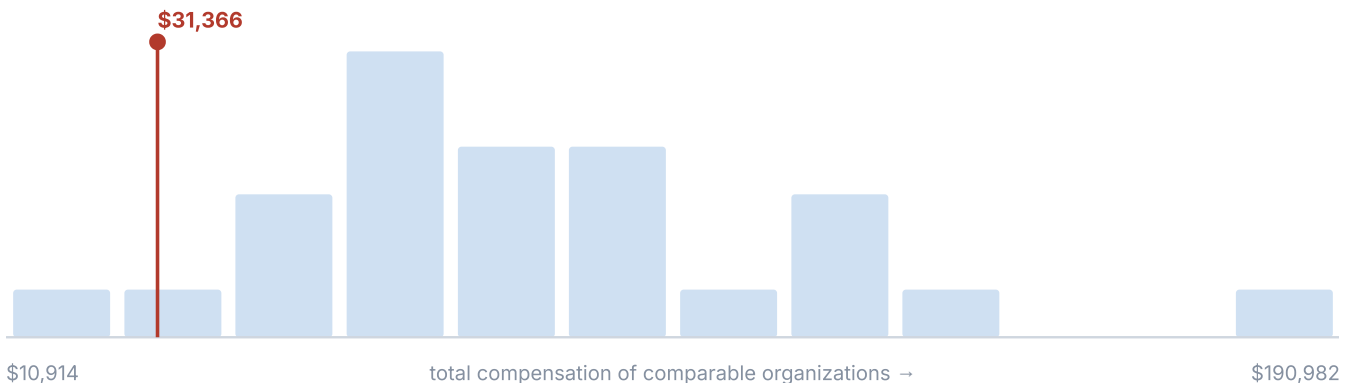
BUDGET Total revenue between \$264,674 and \$592,555 — 0.67x to 1.50x the subject's \$395,037 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (J30), nationwide + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography

→ **25** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$48,873

\$63,718

\$73,270

\$96,166

\$128,333

\$31,366



■ 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 MD 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
Sound Employment Services	WA	\$395,680	Executive Director	\$63,012	\$63,769	2023
Restore Hope Resources Inc	FL	\$393,153	President	\$133,588	\$137,785	2024
Mission Accomplished Transition Services Inc	NY	\$411,016	Chief Coach And Founder	\$70,000	\$71,499	2023
Yes She Can Incorporated	NY	\$418,492	Executive Director	\$85,000	\$86,821	2023
Mud Girls Studios A Nj Non Profit	NJ	\$421,278	Executive Dir.	\$65,000	\$63,718	2024
Farm For Hope Inc	AL	\$432,899	Executive Director	\$60,000	\$73,270	2023
Capital City Career Opportunities I	CA	\$357,126	Executive Director	\$67,550	\$64,041	2024
Hands On Employment Services Inc	FL	\$354,814	Director	\$39,538	\$40,780	2024
South Lane Maintenance Corporation	OR	\$436,150	Executive Di	\$72,669	\$74,093	2024
Pathways To Independence Of Central Ohio	OH	\$459,742	President & Ceo	\$108,033	\$129,340	2023
North Carolina Business Leadership Network Inc	NC	\$327,502	Executive Director	\$107,000	\$121,386	2024
Employment Technology Inc	PA	\$479,406	Executive Director	\$46,318	\$52,211	2023
Cornucopia Inc	OH	\$300,090	President / Ceo	\$41,046	\$47,731	2024
Joyeux Foundation Us	NY	\$490,562	Ceo (As Of 2/24)	\$192,500	\$190,982	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mays Mission For The Handicapped Inc	AR	\$491,694	President/executive Direct	\$57,455	\$69,079	2025
Restoration Project Inc	MA	\$496,711	President	\$65,212	\$64,339	2024
Accutran Inc	KY	\$505,151	Executive Director/secretary	\$53,940	\$63,626	2024
Jordan Valley Day Care & Training Center	UT	\$510,138	Executive Director	\$115,848	\$126,823	2025
Life After Incarceration Transition	MI	\$276,132	President	\$84,859	\$96,166	2024
Cleveland Learning Connection	OH	\$267,813	Director	\$43,500	\$50,585	2024
Project Onward	IL	\$532,957	Executive Dir.	\$71,467	\$77,141	2024
Communicare Industries Inc	KY	\$563,590	Officer	\$8,987	\$10,914	2023
Red Oak Industries Inc	IN	\$570,593	Executive Director	\$81,399	\$94,246	2024
Western New York Center For The Visually	NY	\$573,881	Executive Direc	\$114,920	\$114,014	2024
Alternative Work Concepts Inc	OR	\$577,715	Executive Director	\$89,721	\$89,121	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 25 organizations. Compensation range \$10,914–\$190,982; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$395,037); for reference, expenses \$810,839 and assets \$1,433,629. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Piper Phillips Caswell, 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	4 th
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Piper Phillips Caswell) 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 25 similarly situated organizations (Same NTEE sector (J30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,366 is reasonable (approximately the 4th 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.