

# Bendable Therapy

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Amada Gow, Executive Director / CEO** (\$17,800) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Amada Gow — 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 (W12).

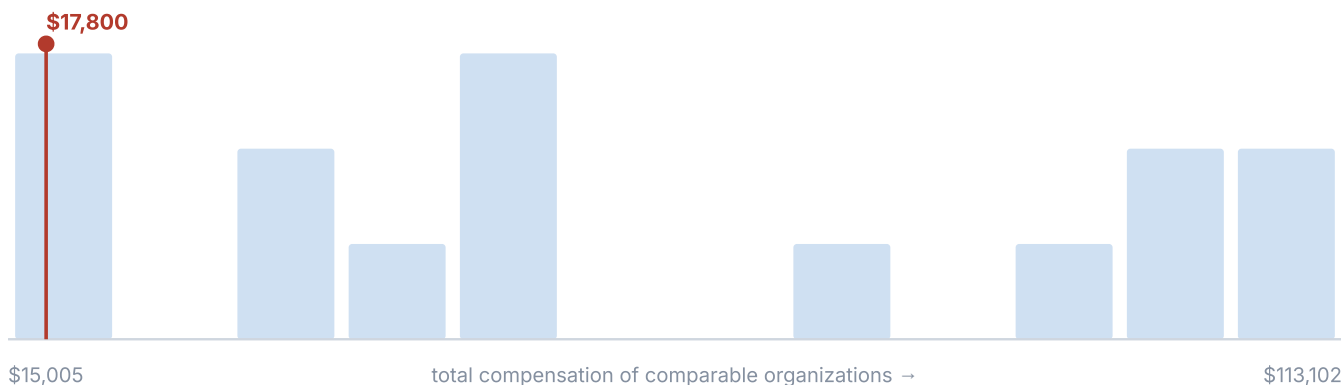
**BUDGET** Total revenue between \$330,100 and \$739,030 — 0.67x to 1.50x the subject's \$492,687 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (W12), nationwide + budget 0.67–1.5x revenue.

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

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,843	\$35,262	\$51,479	\$94,169	\$108,785	\$17,800
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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 OR 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="#">Milford Community Media Center Inc</a>	MA	\$490,870	Executive Director	\$74,519	<b>\$74,238</b>	2023
<a href="#">Landon's Light Foundation</a>	ND	\$494,603	Executive Di	\$87,735	<b>\$103,678</b>	2024
<a href="#">The Finest &amp; Bravest Foundation Of Sugar Land</a>	TX	\$482,164	Director Of Development	\$43,500	<b>\$46,856</b>	2024
<a href="#">The Out Foundation</a>	NY	\$459,094	Executive Di	\$115,297	<b>\$112,190</b>	2024
<a href="#">Your Child's Friendly Home Inc</a>	NY	\$536,991	President	\$32,500	<b>\$31,624</b>	2024
<a href="#">Neighbors United</a>	MI	\$446,639	President	\$13,500	<b>\$15,005</b>	2024
<a href="#">Mishor Inc</a>	NJ	\$538,998	Executive Dir.	\$93,800	<b>\$90,182</b>	2024
<a href="#">Grassroot Projects</a>	WA	\$573,841	Board Member / Part-time Exec. Dir. (Wa)	\$50,681	<b>\$48,861</b>	2024
<a href="#">Merrimack Valley Immigrant &amp;</a>	MA	\$406,189	Executive Di	\$18,000	<b>\$16,969</b>	2025
<a href="#">Patriotic Hearts Inc</a>	CA	\$405,941	Member Represe	\$58,000	<b>\$53,931</b>	2024
<a href="#">Good Street Inc</a>	TX	\$393,544	Director Of Csr	\$105,000	<b>\$113,102</b>	2024
<a href="#">N-star Events Inc</a>	GA	\$593,876	Officer	\$20,000	<b>\$21,655</b>	2024
<a href="#">Warrior Reunion Foundation</a>	MD	\$597,943	Executive Dir.	\$97,500	<b>\$98,156</b>	2024
<a href="#">Advocates For Homeless And</a>	PA	\$355,960	Executive Di	\$35,185	<b>\$38,899</b>	2023
<a href="#">Iha Hospital Assistance Foundation Inc</a>	IN	\$343,851	President (End 6/2024)	\$45,333	<b>\$51,479</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ● Methodology

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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 OR 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

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**PEER COUNT** 15 organizations. Compensation range \$15,005–\$113,102; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$492,687); for reference, expenses \$393,976 and assets \$155,467.

**ROLE MATCH** Amada Gow, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	13 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	27 <sup>th</sup>
All sources (D + E + F), adjusted	13 <sup>th</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

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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 (Amada Gow) 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 15 similarly situated organizations (Same NTEE sector (W12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,800 is reasonable (approximately the 13<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 9, 2026.