

You Are The Power Foundation

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Spike Cohen, Executive Director / CEO** (\$34,400) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

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

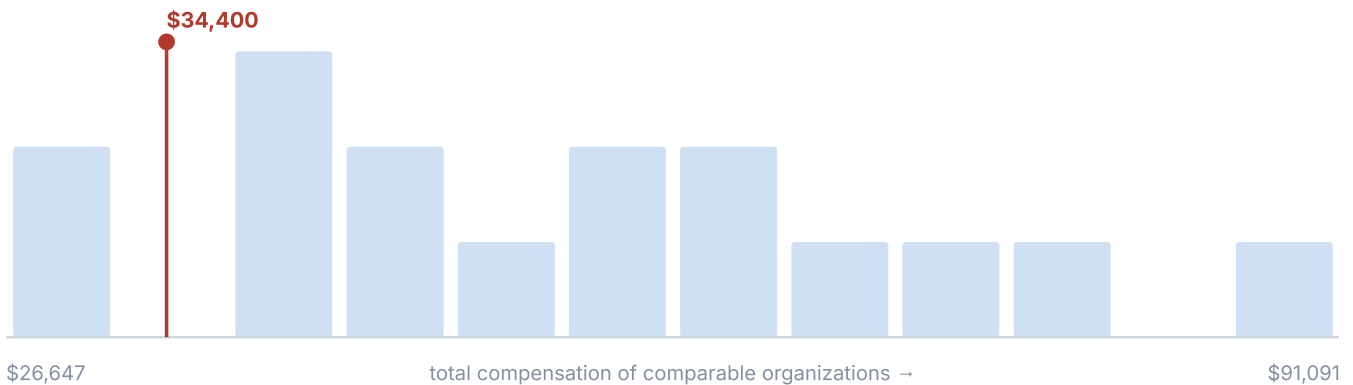
Benchmarked executive: Spike Cohen — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T40).
BUDGET	Total revenue between \$175,479 and \$392,865 — 0.67x to 1.50x the subject's \$261,910 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T40), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,357	\$39,918	\$53,173	\$61,777	\$73,089	\$34,400
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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 SC 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
Volunteer Center Inc	WI	\$260,586	Executive Di	\$57,133	\$57,194	2023
The New Philanthropists	TX	\$254,693	Executive Director	\$95,000	\$91,091	2023
Rsvp Of Central Oklahoma Inc	OK	\$233,420	Executive Director	\$45,927	\$45,871	2025
Volunteer Center Of Kern County Inc	CA	\$217,744	Executive Dir.	\$47,336	\$38,056	2024
Hands On Thomas County Inc	GA	\$216,757	Executive Di	\$65,532	\$59,767	2025
Mission Indy Inc	IN	\$214,556	President And Executive Director	\$43,872	\$43,075	2024
Red Hook Responds Incorporated	NY	\$213,326	Executive Director (Former)	\$31,673	\$26,647	2024
Volunteer Alexandria	VA	\$320,750	Executive Director	\$80,186	\$70,227	2025
League Of Volunteers Inc	CA	\$323,250	Executive Direc	\$80,000	\$66,217	2023
Texarkana Volunteer Services Bureau Inc	TX	\$190,202	Executive Director	\$41,573	\$38,718	2024
Retired Senior Volunteer Program Of Daviess Co In Inc	IN	\$183,633	Executive Director	\$54,000	\$54,586	2023
Cars For Neighbors Inc	MN	\$183,526	Philanthropi	\$32,367	\$30,657	2023
Matrix Ministries Corporation	TX	\$177,013	President	\$44,435	\$40,318	2025
Qme Place Inc	CA	\$359,989	Chairperson Of Board And Ceo	\$75,000	\$60,297	2024
Retired Senior Volunteer Program Of	WI	\$374,109	Executive Director	\$53,231	\$51,760	2024
Everyone For Veterans	WA	\$389,227	Executive Director	\$88,500	\$75,950	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 16 organizations. Compensation range \$26,647–\$91,091; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$261,910); for reference, expenses \$128,587 and assets \$133,323. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Spike Cohen, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

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 th
Total compensation (D + F), as reported (no adjustments)	13 th
Reportable pay only (column D), adjusted	13 th
All sources (D + E + F), adjusted	13 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 (Spike Cohen) 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 16 similarly situated organizations (Same NTEE sector (T40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,400 is reasonable (approximately the 13th 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.