

First Growth Children & Family Charities

Executive Director / CEO

EIN 201260228
 OR · NTEE P114
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Kristy Anderson, Executive Director / CEO** (\$106,933) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

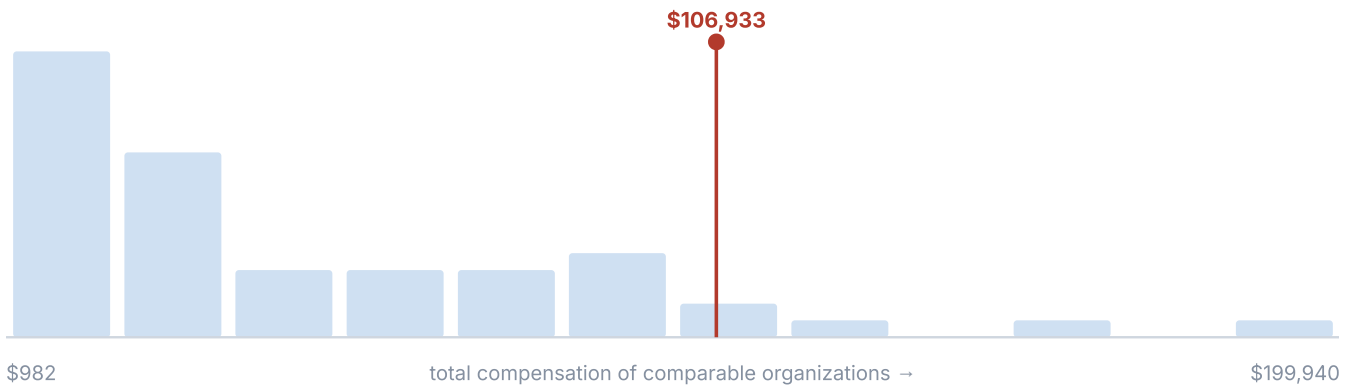
Benchmarked executive: Kristy Anderson — reported title "ACTING EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P114).
BUDGET	Total revenue between \$161,032 and \$360,520 — 0.67x to 1.50x the subject's \$240,347 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,686	\$13,958	\$29,933	\$71,631	\$99,509	\$106,933
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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
Providence State Street Housing	NY	\$242,726	President	\$2,810	\$2,890	2023
Heart Gallery Of New Mexico	NM	\$244,874	Executive Di	\$60,000	\$73,437	2023
A Second Chance Charitable Foundation	PA	\$244,959	President & Chairperson	\$6,886	\$7,590	2024
Ach Landowner Iii	TX	\$247,485	Ceo	\$26,417	\$29,208	2024
Caf Property Inc	CA	\$232,532	Secretary & Treasurer	\$2,214	\$2,059	2025
Silver Key Senior Services Foundation	CO	\$219,159	Ceo And President	\$12,143	\$13,250	2023
Hope Ventures Inc	CA	\$216,685	President & Ceo	\$75,000	\$71,583	2024
Old North End Community Center	VT	\$264,429	President	\$3,050	\$3,394	2024
Radiate Coalition	TX	\$265,456	Ceo/president	\$29,744	\$33,858	2023
Village On The Isle Foundation Inc	FL	\$209,517	Chief Executive Officer	\$11,687	\$12,494	2023
Grace Medical Home Foundation Inc	FL	\$272,213	Ceo	\$30,830	\$32,013	2024
Vogel Alcove Foundation	TX	\$272,565	President & Ceo	\$46,458	\$52,884	2023
Starkey Foundation Inc	KS	\$272,592	Coo	\$17,410	\$21,403	2023
Vicar's Landing Foundation Inc	FL	\$206,417	Chief Executive Officer	\$42,670	\$44,307	2024
Rainbow Defense Fund Inc	AZ	\$275,065	Director	\$71,961	\$78,755	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Arc Greater Hudson Valley Foundation	NY	\$279,031	Executive Director (Started 3/23)	\$51,546	\$53,005	2023
Mary Graham Children's Foundation	CA	\$201,194	Executive Director	\$93,567	\$91,942	2023
Goodwill Industries Of The Southern	NC	\$279,662	Assistant Sec/treasurer	\$30,403	\$34,722	2024
Sitrin Foundation Inc	NY	\$200,153	Ceo	\$18,000	\$17,978	2024
The Black Feather Foundation	VA	\$200,023	President & Ceo	\$21,667	\$23,807	2023
Central Florida Ymca Foundation Inc	FL	\$280,740	Ceo/president	\$29,137	\$30,255	2024
Eliada Foundation Inc	NC	\$281,463	Ceo	\$8,058	\$9,203	2024
Buildup Steam Inc	MI	\$282,313	President	\$87,614	\$102,908	2023
Freedom To Captives	FL	\$195,547	President	\$69,000	\$71,647	2024
Children's Advocacy Center	NV	\$285,800	Executive Di	\$58,461	\$63,102	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 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.

● Sample, role match & sensitivity

PEER COUNT 50 organizations. Compensation range \$982–\$199,940; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$240,347); for reference, expenses \$279,826 and assets \$550,288.

ROLE MATCH	Kristy Anderson, reported title " <i>ACTING EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 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	92 nd
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	90 th
All sources (D + E + F), adjusted	28 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 (Kristy Anderson) 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 50 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,933 is reasonable (approximately the 92nd 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.