

Greater Atlanta Christian Foundation Inc

Executive Director / CEO

EIN 202178473
 GA · NTEE B12
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Scott Harsh, Executive Director / CEO** (\$81,293) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Scott Harsh — reported title “PRESIDENT OF GACS”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B12).
BUDGET	Total revenue between \$165,227 and \$369,912 — 0.67x to 1.50x the subject's \$246,608 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

76 organizations qualified on sector, size, and geography → **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,498	\$15,202	\$36,004	\$63,913	\$85,324	\$81,293
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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 GA 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
The Fleischer Foundation	IL	\$246,611	President	\$16,533	\$15,702	2024
Afghanistan Peacebuilding Initiative	IN	\$245,775	President/director	\$5,500	\$5,603	2024
Katie Weingartner Foundation	NV	\$245,727	Executive Director	\$37,596	\$36,404	2024
Education Foundation Of Stanislaus	CA	\$248,279	Ceo	\$11,500	\$9,593	2024
Friends Of The Portland Community Free Clinic	ME	\$244,572	Ex-officio	\$12,360	\$12,309	2023
The Manufacturers Education Foundation Inc	GA	\$249,192	President & Ceo	\$44,044	\$42,780	2024
Safer Diy Spaces Inc	CA	\$243,732	Executive Director	\$95,388	\$81,918	2023
The Wildcat Foundation	PA	\$250,909	Fmr Exec Di	\$50,219	\$49,807	2023
State College Area School District	PA	\$240,559	Executive Director	\$72,159	\$69,514	2024
South Dade Education Fund Inc	FL	\$235,957	President	\$114,247	\$103,678	2024
William S Hart Education Foundation	CA	\$235,818	Executive Director	\$61,832	\$53,101	2023
Educational Media Company At	VA	\$258,296	General Mana	\$15,000	\$13,630	2025
Link To Libraries Inc	MA	\$258,547	President Ceo	\$75,000	\$67,029	2023
Friends Of Guadalupe	UT	\$261,050	President	\$34,977	\$35,603	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Learning In Color Corporation	GA	\$262,411	Executive Dir.	\$77,280	\$75,063	2024
Wilson Education Foundation	PA	\$226,468	Executive Director	\$33,250	\$32,031	2024
Boston Renaissance Charter Public School	MA	\$267,607	President	\$32,238	\$28,812	2023
Ferndale Public Schools Foundation	WA	\$225,437	Executive Director	\$4,794	\$4,146	2024
Native Nations Education Foundation	HI	\$268,809	Executive/project Director	\$72,100	\$62,357	2024
Eastlake Educational Foundation	CA	\$223,340	Executive Director	\$80,262	\$65,225	2025
Manheim Central Foundation For	PA	\$222,472	Executive Di	\$30,000	\$28,155	2025
Daring Girls	CO	\$273,741	Executive Di	\$108,460	\$103,433	2023
Germantown Education Foundation	TN	\$274,516	Executive Director	\$70,000	\$71,079	2024
Sempere Quaere Verum Inc	MN	\$276,254	President	\$5,300	\$5,208	2023
Elements Montessori School Inc	MA	\$277,304	President, Treasurer & Clerk	\$54,000	\$46,876	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	76 organizations. Compensation range \$712–\$425,019; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$246,608); for reference, expenses \$160,609 and assets \$70,950,348.
ROLE MATCH	Scott Harsh, reported title " <i>PRESIDENT OF GACS</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 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	87 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Scott Harsh) 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 76 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,293 is reasonable (approximately the 87th 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.