

# Cooke County United Way Inc

Executive Director / CEO

EIN 237098801

TX · NTEE T70Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Andrea Grangruth, Executive Director / CEO** (\$89,000) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Andrea Grangruth — 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 (T70Z).

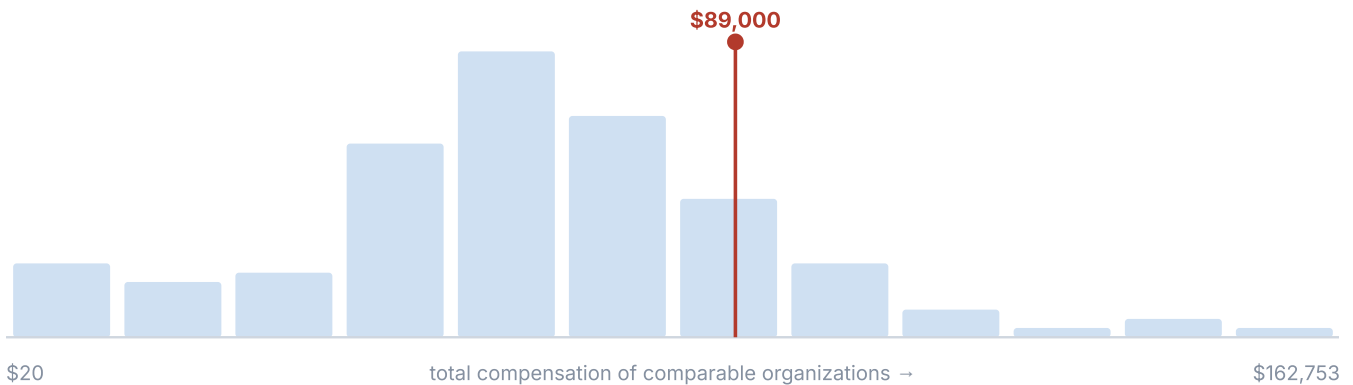
**BUDGET** Total revenue between \$303,227 and \$678,868 — 0.67x to 1.50x the subject's \$452,579 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T70), nationwide + budget 0.67–1.5x revenue.

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

→ **127** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,181	\$47,543	\$65,647	\$80,149	\$98,705	\$89,000
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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 TX 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="#">Black River United Way Inc</a>	SC	\$451,905	Ceo	\$77,098	<b>\$80,407</b>	2024
<a href="#">United Way Of Linn Benton And</a>	OR	\$450,002	President &	\$103,358	<b>\$98,788</b>	2023
<a href="#">Red River Community Housing Development</a>	ND	\$457,148	Executive Director	\$93,285	<b>\$102,340</b>	2024
<a href="#">Deaf Smith County Crisis Center Inc</a>	TX	\$444,773	Executive Director	\$63,150	<b>\$63,150</b>	2024
<a href="#">Wyoming County United Way Inc</a>	PA	\$462,041	Executive Director	\$69,397	<b>\$71,227</b>	2023
<a href="#">United Way Of Marshall County Inc</a>	IN	\$442,238	Executive Di	\$38,024	<b>\$41,270</b>	2023
<a href="#">Bike Box Project</a>	NC	\$467,046	Ceo	\$14,875	<b>\$15,365</b>	2024
<a href="#">White Bear Lake Senior Housing Inc</a>	MN	\$467,454	President & Ceo	\$41,871	<b>\$41,360</b>	2024
<a href="#">Williamstown Community Chest</a>	MA	\$469,594	Executive Di	\$46,644	<b>\$41,902</b>	2024
<a href="#">United Way Of Walton County</a>	GA	\$433,311	Executive Dir.	\$23,750	<b>\$24,578</b>	2023
<a href="#">United Way Of Posey County Inc</a>	IN	\$472,153	Executive Director	\$64,260	<b>\$69,746</b>	2023
<a href="#">United Way Of Calhoun County</a>	TX	\$429,708	Executive Di	\$51,491	<b>\$51,491</b>	2024
<a href="#">United Way Of West Ellis County Inc</a>	TX	\$428,771	Executive Dir.	\$84,500	<b>\$84,500</b>	2024
<a href="#">United Way Of Hernando County Inc</a>	FL	\$428,747	Executive Director	\$69,800	<b>\$67,488</b>	2023
<a href="#">Rice County Area United Way</a>	MN	\$426,248	Executive Di	\$71,400	<b>\$70,529</b>	2024
<a href="#">United Way Of Milford Inc</a>	CT	\$424,424	President	\$112,000	<b>\$108,080</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Cancer Challenge</a>	AR	\$481,450	Executive Director	\$83,200	<b>\$96,253</b>	2023
<a href="#">The Learning Funhouse Inc</a>	MN	\$482,289	Director	\$44,570	<b>\$45,326</b>	2023
<a href="#">American Federation Of Government</a>	NC	\$420,001	President	\$2,060	<b>\$2,128</b>	2024
<a href="#">United Way Of New York State</a>	NY	\$490,458	President	\$76,216	<b>\$68,849</b>	2024
<a href="#">Jewish Federation Of Dutchess Count</a>	NY	\$414,575	Executive Di	\$87,525	<b>\$79,065</b>	2024
<a href="#">United Way Of Naugatuck</a>	CT	\$492,043	Executive Director	\$60,866	<b>\$57,051</b>	2024
<a href="#">United Way Of Trumbull County</a>	OH	\$492,572	President &	\$54,808	<b>\$58,032</b>	2024
<a href="#">The Settlement Club Endowment Fund</a>	TX	\$492,698	Executive Director	\$12,502	<b>\$12,502</b>	2024
<a href="#">United Way Of Central Arkansas Inc</a>	AR	\$495,048	Executive Director	\$74,888	<b>\$86,637</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX cost of living and 2024 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 TX 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 127 organizations. Compensation range \$20–\$162,753; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$452,579); for reference, expenses \$425,316 and assets \$1,679,731.

**ROLE MATCH** Andrea Grangruth, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	92 <sup>nd</sup>
All sources (D + E + F), adjusted	78 <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**

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 (Andrea Grangruth) 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 127 similarly situated organizations (Same NTEE sector (T70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$89,000 is reasonable (approximately the 86<sup>th</sup> 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.