

# Together We Can Foundation

Executive Director / CEO

EIN 263015863

VA · NTEE P32

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Thompson S Crockett, Executive Director / CEO** (\$79,777) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85<sup>th</sup>** percentile of comparable organizations within the typical range

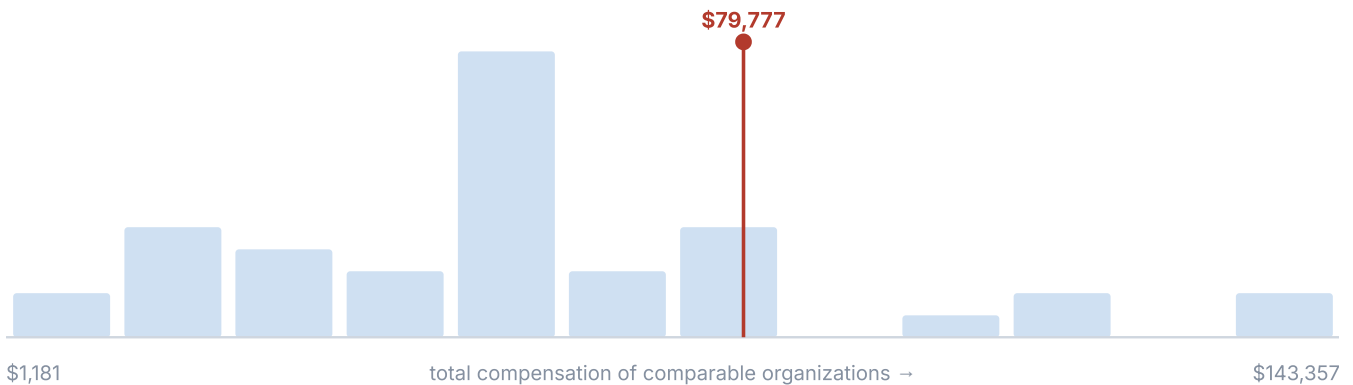
**Benchmarked executive:** Thompson S Crockett — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P32).
BUDGET	Total revenue between \$190,742 and \$427,035 — 0.67x to 1.50x the subject's \$284,690 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P32), nationwide + budget 0.67–1.5x revenue.

**40** organizations qualified on sector, size, and geography → **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,725	\$33,501	\$52,889	\$72,994	\$97,772	\$79,777
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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 VA 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="#">Justice For Orphans Inc</a>	NY	\$289,490	Executive Dir.	\$54,299	<b>\$52,162</b>	2024
<a href="#">Great Beginnings Early Childhood Center</a>	CO	\$278,871	Executive Director	\$41,000	<b>\$41,794</b>	2024
<a href="#">United Connections Foster Family Agency</a>	CA	\$278,402	Director	\$20,857	<b>\$19,146</b>	2024
<a href="#">Adoptions Unlimited Inc</a>	CA	\$270,479	Secretary	\$65,000	<b>\$59,669</b>	2024
<a href="#">Heart Gallery Of Broward County</a>	FL	\$267,649	Executive Di	\$77,208	<b>\$79,385</b>	2023
<a href="#">My Bag My Story</a>	TN	\$263,145	Executive Dir.	\$20,000	<b>\$23,010</b>	2023
<a href="#">Restoration 225 Inc</a>	CA	\$257,466	Execdirector	\$65,692	<b>\$60,304</b>	2024
<a href="#">Aging Up</a>	CA	\$253,007	Co-founder/comm	\$52,920	<b>\$50,015</b>	2023
<a href="#">Perfection Children Services</a>	TX	\$319,163	Executive Director	\$57,200	<b>\$62,625</b>	2023
<a href="#">Advocates For Children Of Rural Nevada</a>	NV	\$248,681	Executive Dir.	\$67,531	<b>\$71,962</b>	2024
<a href="#">Downey Side Inc</a>	NY	\$321,106	President	\$31,515	<b>\$29,494</b>	2025
<a href="#">Court Appointed Special Advocates Of Polk And Haralson Inc</a>	GA	\$324,195	Executive Director	\$55,000	<b>\$58,790</b>	2024
<a href="#">Annie C Courtney Foundation</a>	CT	\$326,404	Executive Director	\$55,000	<b>\$53,409</b>	2025
<a href="#">4points Family Services</a>	TX	\$328,192	Director Of Operations	\$76,667	<b>\$81,529</b>	2024
<a href="#">Northeast Foster Careinc</a>	PA	\$328,459	Executive Director	\$45,475	<b>\$49,634</b>	2023
<a href="#">All Our Kids Inc</a>	MA	\$237,442	Executive Dir.	\$55,000	<b>\$52,542</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Foster The Village Inc</a>	WI	\$336,100	Executive Director	\$41,063	<b>\$45,590</b>	2024
<a href="#">Foster Parent Association Of Wa State</a>	WA	\$229,623	Executive Dir.	\$1,241	<b>\$1,181</b>	2024
<a href="#">Embrace Washington</a>	WA	\$342,430	Executive Director	\$80,842	<b>\$76,945</b>	2024
<a href="#">Worthdays</a>	VA	\$347,082	President/executive Direct	\$53,374	<b>\$54,786</b>	2024
<a href="#">Fostering Hope Tn Inc</a>	TN	\$219,015	President	\$24,900	<b>\$27,825</b>	2024
<a href="#">Foster Love Incorporation</a>	NE	\$218,126	Executive Director	\$17,512	<b>\$20,615</b>	2023
<a href="#">Little Lambs Ministry</a>	IL	\$353,511	President	\$73,650	<b>\$76,975</b>	2024
<a href="#">One More One Less Project Inc</a>	NC	\$215,727	President	\$62,500	<b>\$68,654</b>	2024
<a href="#">Village Of Hope Maui Inc</a>	HI	\$212,496	Executive Dir.	\$30,000	<b>\$29,397</b>	2023

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

**PEER COUNT** 40 organizations. Compensation range \$1,181–\$143,357; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$284,690); for reference, expenses \$382,604 and assets \$93,788.

**ROLE MATCH** Thompson S Crockett, reported title *"EXECUTIVE DI"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**OUTLIERS** 2 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	85 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	85 <sup>th</sup>
Reportable pay only (column D), adjusted	85 <sup>th</sup>
All sources (D + E + F), adjusted	85 <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 (Thompson S Crockett) 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 40 similarly situated organizations (Same NTEE sector (P32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,777 is reasonable (approximately the 85<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.