

Agc Of Georgia Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mike Dunham, Executive Director / CEO** (\$35,911) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

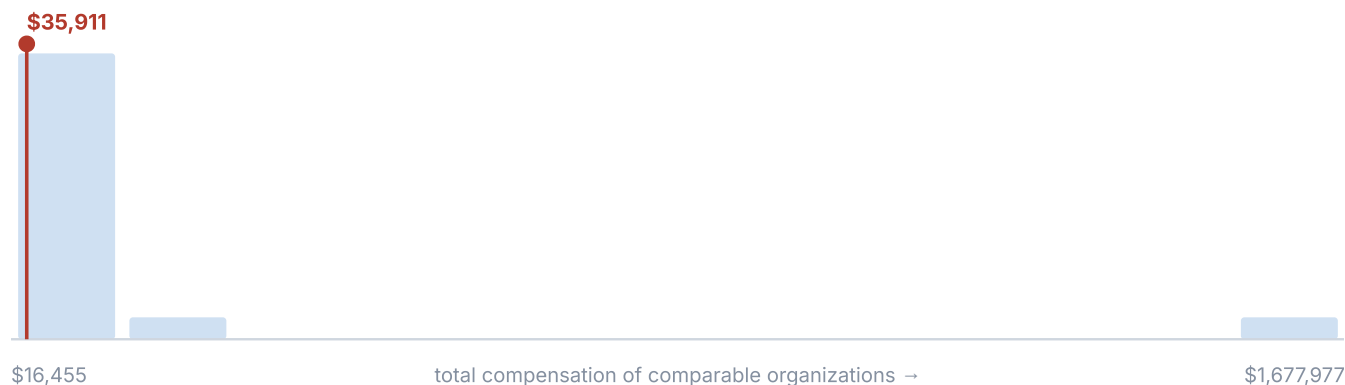
Benchmarked executive: Mike Dunham — reported title "DIRECTOR/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T21).
BUDGET	Total revenue between \$290,249 and \$649,812 — 0.67x to 1.50x the subject's \$433,208 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T21), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,140	\$24,788	\$51,881	\$102,059	\$210,080	\$35,911
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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
Urban Outreach Inc	TX	\$419,353	Executive Director	\$96,400	\$93,432	2025
Friends Of Lopez Island Pool	WA	\$451,742	Executive Director	\$82,335	\$75,479	2023
Arf Charitable Foundation Inc	NY	\$460,242	Cfo	\$26,320	\$23,654	2024
Blue Cross And Blue Shield Foundation	IL	\$378,739	President And Board Member	\$1,666,916	\$1,677,977	2023
Reaching East African Lives For Christ	TX	\$351,244	President	\$26,055	\$25,921	2024
Integrity Park Inc	TX	\$520,396	President	\$16,540	\$16,455	2024
Pure Gems Inc	GA	\$336,055	Raglin	\$30,725	\$31,633	2023
Arians Family Foundation	AZ	\$550,004	President	\$50,000	\$47,824	2024
Social Venture Partners Of Sacramento	CA	\$300,865	Ceo	\$75,833	\$65,125	2024
The Associated Credit Union Foundation	GA	\$300,185	President, Ceo, Director	\$51,881	\$51,881	2024
Central Florida Hotel & Lodging Assoc	FL	\$291,166	President/ceo/staff Liason	\$19,747	\$18,450	2024
Kaplan Family Foundation Inc	FL	\$606,412	Board Member	\$279,869	\$269,205	2023
Occu Foundation Inc	OR	\$622,059	Board President	\$131,435	\$121,392	2024
Better Business Bureau Foundation	TX	\$642,118	Executive Director	\$20,280	\$20,176	2024
Education And Hope Inc	CT	\$648,442	Executive Director	\$115,292	\$110,685	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 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 15 organizations. Compensation range \$16,455–\$1,677,977; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$433,208); for reference, expenses \$192,687 and assets \$884,300. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

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

RELATED-ORG PAY 8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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	40 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	73 rd

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 (Mike Dunham) 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 15 similarly situated organizations (Same NTEE sector (T21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,911 is reasonable (approximately the 40th 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.