

Crossroads For Florida Kids Inc

Executive Director / CEO

EIN 461481080

FL · NTEE I80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Scott Tolliver, Executive Director / CEO** (\$105,000) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

Benchmarked executive: Scott Tolliver — 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 (I80).

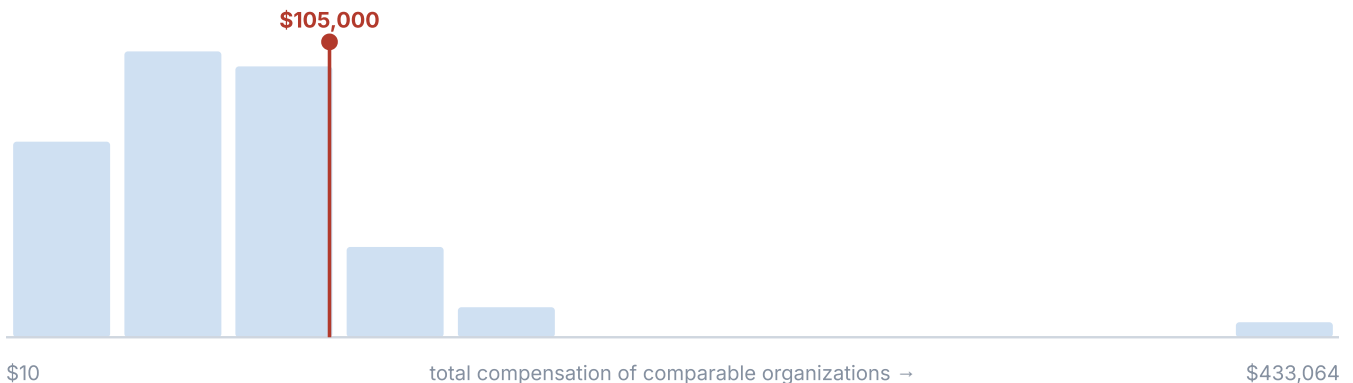
BUDGET Total revenue between \$153,389 and \$343,410 — 0.67x to 1.50x the subject's \$228,940 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (I80), nationwide + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography

→ **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,922	\$41,025	\$66,047	\$96,332	\$135,098	\$105,000
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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 FL 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
Apoyo Legal Migrante Asociado	CA	\$223,565	President	\$41,798	\$39,555	2023
Canadian County Casa Inc	OK	\$221,936	Exec Director	\$67,667	\$77,271	2025
Florida Justice Center Inc	FL	\$221,688	Executive Director	\$50,401	\$50,401	2024
Legal Services Clinic Of The Puerto Rican Community Inc	FL	\$220,815	President	\$39,000	\$40,152	2023
4 The Children	CO	\$219,757	Executive Director	\$57,589	\$60,518	2023
Casa Of Berks County	PA	\$238,542	Executive Di	\$53,297	\$56,577	2024
Inland Empire Latino Lawyers	CA	\$239,060	Executive Director	\$84,635	\$77,795	2024
Redirections Of Rockingham County	NC	\$216,870	Executive Director	\$37,000	\$41,898	2023
Cottage Street Youth Law	OR	\$241,380	Executive Director	\$102,200	\$101,029	2024
Education Law Association	PA	\$212,035	Executive Di	\$77,610	\$84,819	2023
Disability Legal Services Of Indiana	IN	\$209,446	Executive Director	\$79,163	\$88,865	2024
Open Immigration Legal Services Inc	CA	\$208,729	President	\$59,013	\$54,244	2024
Center For Integrity In Forensic	WI	\$208,031	Executive Director	\$122,813	\$140,565	2023
The Rise Foundation By Envoy Inc	IL	\$250,000	President And Executive Directo	\$132,563	\$142,827	2023
Opening Doors International Services Inc	TX	\$251,057	Executive Dir.	\$55,000	\$58,565	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pikes Peak Justice & Pro Bono Center	CO	\$255,069	Executive Director	\$74,255	\$75,793	2024
New Covenant Legal Services	MO	\$256,169	Executive Di	\$60,000	\$67,647	2024
Lex Mundi Pro Bono Foundation	DC	\$257,339	Managing Dir	\$132,000	\$123,303	2024
Chosen Family Law Center Inc	NY	\$200,258	Treasurer	\$32,000	\$30,781	2024
Great Lakes Expungement Network	MI	\$258,107	Executive Director	\$40,516	\$44,516	2024
Compass Immigration Legal Services	PA	\$199,376	President	\$5,925	\$6,290	2024
Phoenix Legal Action Network	AZ	\$261,916	Executive Director	\$81,222	\$85,606	2023
Oregon Health Justice Center	OR	\$263,336	Attorney/partner	\$105,769	\$104,557	2024
El Centro Hispanoamericano	NJ	\$264,706	Executive Director	\$49,660	\$47,198	2024
Wyoming County - Attica Legal Aid	NY	\$267,246	Vice Preside	\$31,756	\$29,758	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 59 organizations. Compensation range \$10–\$433,064; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$228,940); for reference, expenses \$175,811 and assets \$323,125.

ROLE MATCH	Scott Tolliver, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	85 th
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	81 st

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 Tolliver) 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 59 similarly situated organizations (Same NTEE sector (I80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$105,000 is reasonable (approximately the 85th 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.