

# Crossroads Community Supported Healthcare Inc

Executive Director / CEO

EIN 464317228  
 NM · NTEE E99  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Ryan Bemis, Executive Director / CEO** (\$102,130) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

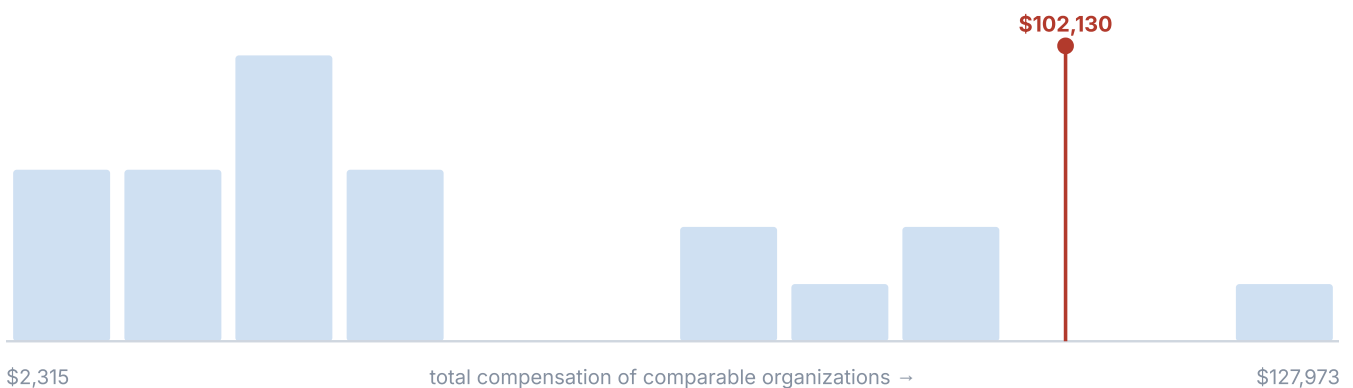
Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E99).
BUDGET	Total revenue between \$97,925 and \$219,235 — 0.67x to 1.50x the subject's \$146,157 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E99), nationwide + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$6,142</b>	<b>\$20,491</b>	<b>\$33,188</b>	<b>\$71,520</b>	<b>\$90,761</b>	<b>\$102,130</b>
10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 95TH

**\$102,130**



## ■ 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 NM 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="#">470 Pleasant Street Holdings Company</a>	MA	\$150,000	President/ceo	\$21,408	<b>\$18,414</b>	2023
<a href="#">Research To End Healthcare</a>	CA	\$140,866	Ceo	\$2,800	<b>\$2,315</b>	2023
<a href="#">Honor Service Dogs Inc</a>	NC	\$151,549	Executive Director	\$23,757	<b>\$23,497</b>	2023
<a href="#">Guru Ram Das Center For Medicine</a>	NM	\$155,578	Executive Di	\$43,277	<b>\$43,277</b>	2024
<a href="#">Academy Of Medicine Education Foundation</a>	OH	\$126,484	Executive Director	\$4,050	<b>\$3,988</b>	2024
<a href="#">Minnesota Rural Health Association</a>	MN	\$172,873	Exec Director	\$35,400	<b>\$33,483</b>	2023
<a href="#">Mercy Health Foundation Of Southeastern</a>	PA	\$118,216	Dir; Pres & Ceo Mid-atlantic Region	\$74,073	<b>\$70,708</b>	2023
<a href="#">Treatment Trends Foundationinc</a>	PA	\$115,635	Executive Director	\$34,272	<b>\$31,776</b>	2024
<a href="#">Floyd Healthcare Resources Inc</a>	GA	\$177,680	Svp And Cor.	\$76,838	<b>\$73,954</b>	2023
<a href="#">The Get In Touch Foundationinc</a>	CT	\$184,444	Exec Directo	\$24,300	<b>\$21,183</b>	2024
<a href="#">Chime Education Foundation</a>	MI	\$106,226	President & Ceo	\$94,461	<b>\$90,650</b>	2024
<a href="#">Power To Save A Life Inc</a>	MN	\$105,552	President	\$46,252	<b>\$42,492</b>	2024
<a href="#">Idaho Alliance Of Leaders In Nursinginc</a>	ID	\$102,855	Executive Dir.	\$14,375	<b>\$14,218</b>	2024
<a href="#">Beth Israel Deaconess Department Of</a>	MA	\$100,841	Director (Ex-officio) (Hmfp Ceo)	\$109,829	<b>\$91,761</b>	2024
<a href="#">Turning Point Seattle Dbacanopy</a>	WA	\$194,170	Executive Director	\$99,447	<b>\$82,781</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Greene County Rural Health Network Inc</a>	NY	\$200,278	Executive Director	\$37,080	<b>\$31,153</b>	2024
<a href="#">Asian Health Foundation Inc</a>	NJ	\$200,315	Ex Director	\$50,400	<b>\$41,838</b>	2024
<a href="#">Wong-baker Faces Foundation</a>	OK	\$206,444	Director	\$125,000	<b>\$127,973</b>	2024
<a href="#">Empowering Strides</a>	WA	\$215,474	President	\$39,515	<b>\$32,893</b>	2024
<a href="#">Children's Health Foundation Inc</a>	OR	\$215,780	Executive Director	\$7,586	<b>\$6,381</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	20 organizations. Compensation range \$2,315–\$127,973; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$146,157); for reference, expenses \$215,977 and assets \$53,688. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Ryan Bemis, reported title “—”, benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	55 <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 (Ryan Bemis) 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 20 similarly situated organizations (Same NTEE sector (E99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$102,130 is reasonable (approximately the 95<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.