

Aqus Community Foundation

Executive Director / CEO

EIN 472940838

CA · NTEE S20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **John Crowley, Executive Director / CEO** (\$36,667) against **every comparable organization** that fit the selection criteria — **138** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27th** percentile of comparable organizations within the typical range

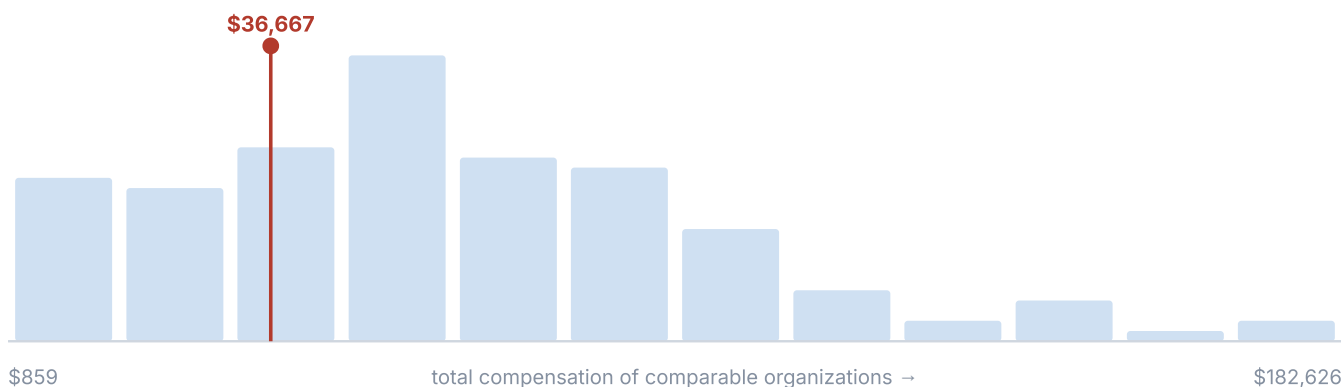
Benchmarked executive: John Crowley — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$102,420 and \$229,299 — 0.67x to 1.50x the subject's \$152,866 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

138 organizations qualified on sector, size, and geography → **138** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,275	\$33,665	\$55,992	\$83,316	\$107,428	\$36,667
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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 CA 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
The Advance Community Outreach Center Inc	FL	\$152,939	Executive Director	\$3,530	\$3,730	2024
Racine Revitalization Partnership Inc	WI	\$151,925	Executive Director	\$74,045	\$89,554	2023
Desour Valley Edc Inc	ND	\$151,738	Secretary	\$5,000	\$6,354	2023
Serverie	PA	\$151,244	Chariman	\$94,567	\$106,080	2024
Main Street Greenwood Inc	MS	\$154,618	Director	\$41,334	\$51,783	2024
Keep Ohio Beautiful Inc	OH	\$150,982	Executive Director	\$72,536	\$86,419	2024
For Good Pgh	PA	\$154,812	Board Member	\$45,000	\$50,478	2024
The Good Deed Project	NV	\$155,782	Executive Director	\$38,417	\$44,595	2023
Florida Alliance For Community Solutions Inc	FL	\$155,796	Executive Director	\$46,807	\$49,461	2024
Peacedale Global Arts Inc	NY	\$157,222	Secretary And Ceo	\$31,786	\$31,476	2025
Alamogordo Main Street	NM	\$157,250	Executive Director	\$48,625	\$57,313	2025
Community Foundation Of Grant County	IN	\$148,126	Executive Director (Part-year)	\$50,042	\$61,114	2023
Action Baybrook Inc	MD	\$147,421	Founder And Ceo	\$14,597	\$15,350	2024
Main Street Martinsburg Inc	WV	\$160,986	Executive Director	\$67,304	\$81,971	2024
Central Florida Utility & Transport Contractors Association Inc	FL	\$144,559	Executive Director	\$37,700	\$39,838	2024
Acres Home Chamber For Business And	TX	\$161,208	Chairman & Ceo	\$24,000	\$27,802	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wilmington Works Inc	VT	\$161,614	Program Coordinator	\$42,550	\$48,174	2024
Sac Economic & Tourism Development	IA	\$161,772	Executive Director	\$63,500	\$80,519	2023
The Greater Beloit Economic Development	WI	\$161,789	President/ceo	\$40,293	\$47,334	2024
Brewery District Community Urban Redevelopment Corporation	OH	\$162,110	Trail Director	\$61,543	\$75,487	2023
Abayomi Community Development	MI	\$162,260	Director	\$60,000	\$69,663	2024
Worldnets Synergy Foundation I	PR	\$143,000	Executive Dire	\$86,058	\$83,589	2024
Cambridge Main Street Inc	MD	\$164,326	Executive Di	\$65,371	\$70,777	2023
Willow Apts Group Home Inc	KY	\$164,382	Director	\$56,355	\$70,117	2023
Downtown Natchez Alliance	MS	\$164,494	Executive Director	\$39,587	\$49,594	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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	138 organizations. Compensation range \$859–\$182,626; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$152,866); for reference, expenses \$155,135 and assets \$76,009.
ROLE MATCH	John Crowley, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	27 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	24 th

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 (John Crowley) 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 138 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,667 is reasonable (approximately the 27th 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.