

Crossroads Fellowship Foundation

Executive Director / CEO

EIN 562223603

NC · NTEE X12

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Andy George, Executive Director / CEO** (\$31,979) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

Benchmarked executive: Andy George — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (X12).

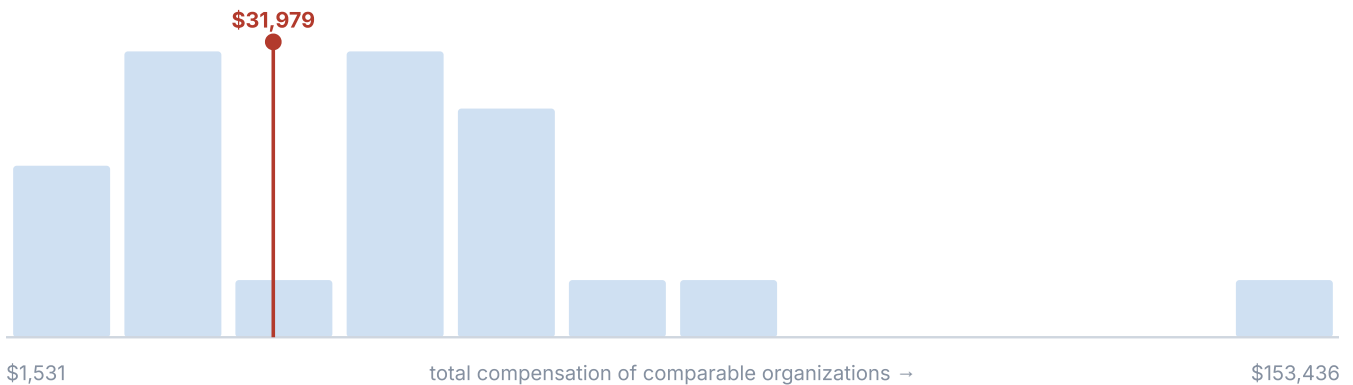
BUDGET Total revenue between \$237,423 and \$531,546 — 0.67x to 1.50x the subject's \$354,364 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (X12), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,247	\$21,882	\$43,579	\$53,822	\$71,555	\$31,979
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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 NC 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
Wiseheart Foundation Inc	TN	\$349,084	Director	\$154,818	\$153,436	2025
Vital Seed Ministries International	TX	\$366,014	Chairman/direct	\$21,955	\$21,882	2023
Episcopal Preaching Foundation Inc	NJ	\$376,767	Executive Director	\$85,000	\$71,555	2025
Tanaka	TX	\$395,736	President	\$24,440	\$23,661	2024
King Of Kings International Ministry Inc	OK	\$311,758	Director/president	\$9,500	\$10,423	2023
Science Of Mind Foundation Inc	CO	\$415,517	Dir. Of Phil	\$46,071	\$42,754	2024
Dove's Nest Inc	IN	\$419,717	Store Manager	\$57,536	\$58,722	2024
Dr Willard E And Ella N Romberg	MN	\$277,621	Assistant Secretary	\$20,476	\$19,581	2024
Crosslink Memphis Inc	TN	\$269,744	Executive Director	\$41,609	\$43,579	2023
Ambaricho International Prayer And Missions Movement Usa Inc	IN	\$266,633	Board Member	\$12,000	\$12,247	2024
Mercy Holistic Ministry	CA	\$254,459	Secretary	\$96,955	\$81,025	2024
Eagle Ledge Foundation Inc	CA	\$247,502	Ceo	\$60,000	\$50,142	2024
Shining Light Abroad Ministries	AL	\$245,239	Chairman	\$50,000	\$52,278	2024
Heart Of Hope Ministries Int'l	WA	\$241,469	President	\$41,868	\$36,278	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Meet The Need Ministries Inc	FL	\$237,583	President	\$55,000	\$50,005	2024
7 Stages Discipleship Bridges	TX	\$472,577	Chairman	\$54,000	\$53,822	2023
High Street United Methodist Church	IN	\$485,404	Treasurer	\$1,500	\$1,531	2024
Thai Village Inc	WI	\$489,280	Executive Director	\$25,200	\$25,471	2024
Why Not Bless Inc	TX	\$513,847	President/di	\$52,300	\$50,632	2024
The Janaka Foundation	CA	\$526,409	Executive Director & Secretary	\$21,480	\$17,951	2024
Cornelius Connection International	TX	\$526,924	Director	\$66,500	\$64,379	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 21 organizations. Compensation range \$1,531–\$153,436; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$354,364); for reference, expenses \$369,142 and assets \$312,823.

ROLE MATCH Andy George, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 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	38 th
Total compensation (D + F), as reported (no adjustments)	38 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Andy George) 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 21 similarly situated organizations (Same NTEE sector (X12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,979 is reasonable (approximately the 38th 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.