

Golden Cross Senior Ministries Inc

Executive Director / CEO

EIN 581871974

TN · NTEE L22Z

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Laurie Garrison, Executive Director / CEO** (\$62,504) against **every comparable organization** that fit the selection criteria — **293** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Laurie Garrison — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22Z).
BUDGET	Total revenue between \$285,278 and \$638,683 — 0.67x to 1.50x the subject's \$425,789 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

293 organizations qualified on sector, size, and geography → **293** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,157	\$20,843	\$36,178	\$57,489	\$72,226	\$62,504
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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 TN 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
Sholom St Paul Senior Housing Inc	MN	\$422,892	Ceo	\$22,194	\$20,264	2024
Villa Maria Residential Services	PA	\$421,953	Executive Manager	\$54,499	\$51,704	2023
St Mary's Villa Inc	CO	\$429,831	Director	\$34,463	\$31,438	2023
Woodlake Senior Residences Inc	KS	\$429,844	President	\$2,639	\$2,634	2024
Ucc Vi Inc	OH	\$421,691	Treasurer	\$50,772	\$49,691	2024
Columbus Regional Senior Living Inc	GA	\$421,430	Board Member & Ceo Crhs	\$137,288	\$131,325	2023
Lssco Howland Glen Inc	OH	\$430,397	President & Ceo	\$9,088	\$9,157	2023
Colorado River Senior Citizens	CA	\$430,998	Former Direc	\$48,320	\$39,694	2023
Parker Home And Associates	CA	\$431,377	Asst Admin	\$43,777	\$35,962	2023
International Association Of	MO	\$418,580	Foundation Ceo	\$185,164	\$181,223	2024
Lutheran Social Services Of Central Ohio	OH	\$418,040	President & Ceo	\$9,088	\$9,157	2023
Assisi Homes Of Neenah Inc	CO	\$417,981	President	\$12,045	\$10,672	2024
Mirabella Washington Foundation	WA	\$433,803	Director	\$38,074	\$31,499	2024
Pueblo Senior Housing Inc	AZ	\$416,379	Chairman	\$32,113	\$28,539	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rochester Senior Housing Inc	MN	\$436,349	President/tr	\$65,715	\$60,003	2024
Opportunity Neighborhood	MN	\$415,039	Executive Director	\$74,223	\$67,771	2024
Bay Aging Apartments Gloucester Inc	VA	\$437,000	President	\$17,050	\$15,212	2024
Hogar De Envejecientes Ciriaco Sancha	PR	\$411,615	Secretary	\$3,850	\$3,740	2024
Village To Village Network Inc	MO	\$411,310	Executive Director	\$75,250	\$75,824	2023
Schoolyard Square	PA	\$410,494	President/ceo	\$13,200	\$12,523	2023
Good Shepherd Senior Housing Corporation	CA	\$441,270	Chief Executive Officer	\$40,383	\$32,222	2024
Schoharie County Housing Development	NY	\$442,055	Executive Director	\$23,474	\$19,601	2024
Westminster Asbury East Inc	FL	\$442,573	Ceo/presiden	\$36,488	\$32,610	2023
Brocton Housing Development Fund	NY	\$408,983	Board Member/president	\$7,518	\$6,277	2024
Pembroke Housing For The Elderly Inc	NH	\$407,253	President	\$26,268	\$23,075	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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	293 organizations. Compensation range \$407–\$341,953; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$425,789); for reference, expenses \$326,541 and assets \$1,896,315.
ROLE MATCH	Laurie Garrison, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	235 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	83 rd
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	14 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 (Laurie Garrison) 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 10, 2026, comparing compensation against 293 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,504 is reasonable (approximately the 83rd 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 10, 2026.