

Common Grounds Community Development Corp

Executive Director / CEO

EIN 760789910
 FL · NTEE B122
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kelly Olive, Executive Director / CEO** (\$12,000) 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 **19th** percentile of comparable organizations below the typical range for comparable organizations

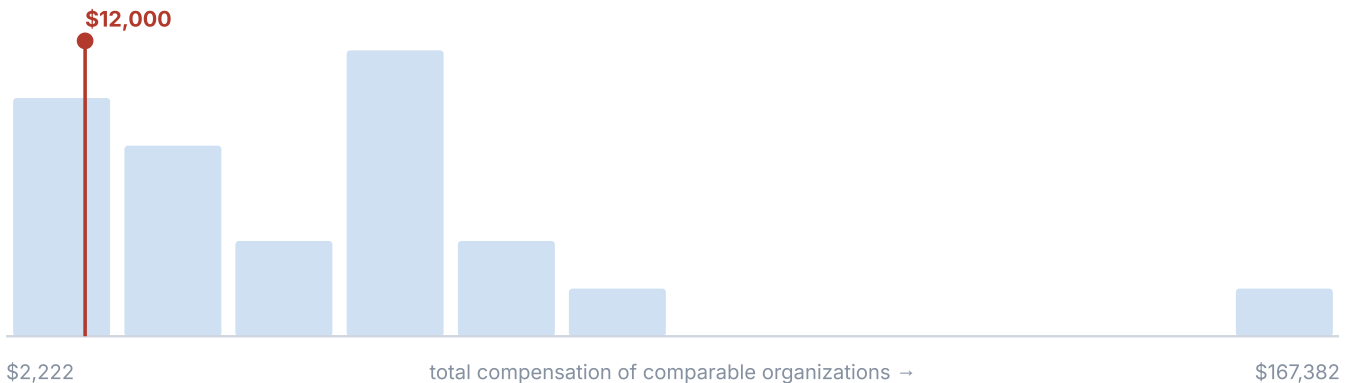
Benchmarked executive: Kelly Olive — reported title “treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B122).
BUDGET	Total revenue between \$84,420 and \$189,000 — 0.67x to 1.50x the subject's \$126,000 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B12), 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



\$9,904 10TH	\$16,877 25TH	\$41,959 MEDIAN	\$54,692 75TH	\$61,848 90TH	\$12,000 THIS ORG · 19TH
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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
Alexandria Education Foundation	MN	\$133,805	Executive Dir.	\$46,960	\$46,740	2025
Franklin Education Association	MA	\$133,990	President	\$8,500	\$7,694	2025
Preston Brown Foundation	FL	\$136,155	Executive Di	\$52,000	\$50,508	2024
Community Choice Credit Union	IA	\$112,571	Non-voting Board Member	\$63,980	\$72,431	2024
Yakima Schools Foundation	WA	\$140,137	Executive Dir.	\$50,233	\$46,501	2024
League Of Idaho Cities Inc	ID	\$110,582	Executive Director	\$45,944	\$50,534	2024
Mission Starfish Haiti	IA	\$106,507	Director	\$36,000	\$41,959	2023
Friends Of Barack Obama Male Leadership Academy	TX	\$146,358	Key Employee	\$16,750	\$16,877	2025
Comprehensive Action Model For	NY	\$99,095	President	\$11,685	\$11,240	2023
Shippensburg Area School District	PA	\$156,958	Executive Di	\$55,385	\$58,793	2023
Seven Dreams Education Foundation	MN	\$94,983	Exec Drctr-p	\$27,297	\$27,169	2025
Psesd Learning Communities	WA	\$94,732	Executive Di	\$66,813	\$61,848	2024
Foundation For Culinary Arts	IL	\$158,050	Executive Director	\$164,667	\$167,382	2024
Get Cooking Incorporated	FL	\$160,555	President	\$35,000	\$33,996	2024
Latino Educational Equity	TX	\$160,864	Founder	\$54,000	\$55,851	2024
Ninos Del Sol Inc	NY	\$166,747	Director	\$10,600	\$9,904	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Camden Schools Foundation	NJ	\$173,544	Vice President	\$16,500	\$15,232	2024
Cape Henlopen Educational Fund	DE	\$182,706	Admin Manage	\$24,578	\$24,242	2025
Raymond Schools Foundation	WA	\$182,859	Secretary/treas	\$2,400	\$2,222	2024
Heights Schools Foundation	OH	\$186,278	Executive Di	\$26,085	\$29,410	2023
Jonas Realty Corp	MA	\$186,388	Vice President	\$57,176	\$54,692	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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	21 organizations. Compensation range \$2,222–\$167,382; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$126,000); for reference, expenses \$126,000 and assets \$2,000.
ROLE MATCH	Kelly Olive, reported title <i>"treasurer"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	19th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	19 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 (Kelly Olive) 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 (B12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 19th 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.