

Cross Outreach

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Gerrit Hanson, Executive Director / CEO** (\$64,113) against **every comparable organization** that fit the selection criteria — **982** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74th** percentile of comparable organizations within the typical range

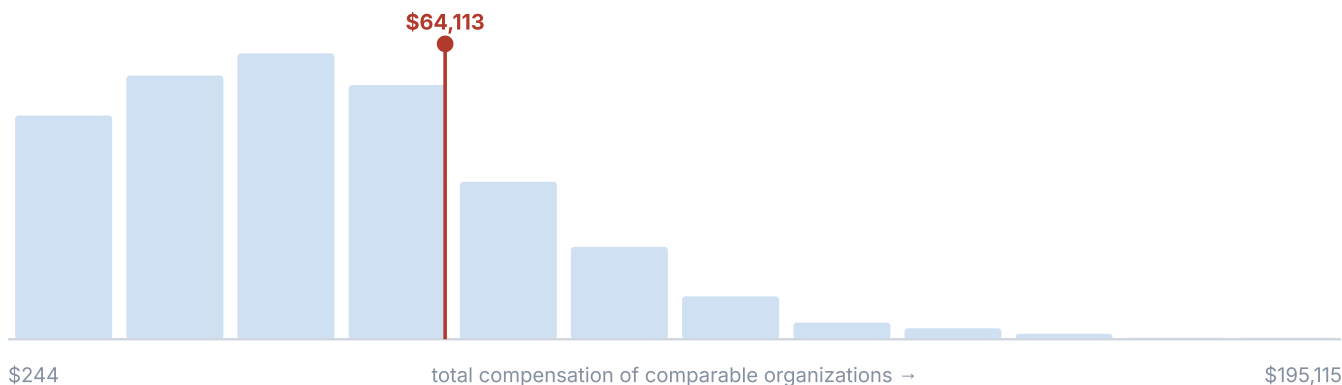
Benchmarked executive: Gerrit Hanson — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$179,803 and \$402,546 — 0.67x to 1.50x the subject's \$268,364 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

982 organizations qualified on sector, size, and geography → **982** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,156	\$23,505	\$43,368	\$64,787	\$85,608	\$64,113
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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 IA 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
Found In Faith Ministries Inc	MD	\$268,559	Executive Director	\$47,278	\$39,327	2025
Grand Rapids Community Outreach	MI	\$268,141	President	\$80,503	\$73,932	2025
Jackson Hole International	WY	\$268,048	Executive Di	\$46,608	\$45,581	2024
Military Spouse Jobs	FL	\$267,982	Director	\$37,600	\$32,260	2024
Caring Children Clothing Children Inc	FL	\$268,926	Executive Director	\$68,667	\$58,914	2024
Michigan Armed Forces Hospitality Center	MI	\$268,994	Executive Director	\$22,750	\$21,446	2024
Red Door Place Inc	NY	\$267,537	President	\$58,770	\$49,934	2023
Family Promise Of Southern Delaware Inc	DE	\$269,207	Executive Director	\$82,476	\$73,755	2024
World Impact Network	WA	\$269,209	Executive Dir.	\$97,500	\$79,724	2024
United Way Of Clare County	MI	\$269,212	Executive Director	\$16,800	\$16,305	2023
Williamsburg Volleyball Club	VA	\$267,495	President	\$5,700	\$5,026	2024
Disabled American Veterans	MT	\$267,420	Adjutant	\$11,150	\$11,301	2023
Compassion Washington	WA	\$269,399	Executive Dir.	\$36,000	\$30,306	2023
Puente Desarrollo Internacional	IN	\$269,418	Ceo	\$49,360	\$48,944	2023
Miracle Mile Community Practice	CA	\$267,307	Executive Dir.	\$77,000	\$60,725	2024
Mid-ohio Board For An	OH	\$267,250	Exec Dir	\$52,003	\$49,007	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
White Bear Lake Basketball Association	MN	\$269,489	Tournament Director	\$2,500	\$2,256	2024
Kaleidoscope Community Services Inc	WA	\$267,220	Executive Dir.	\$23,577	\$19,278	2024
Shalom Tikvah Inc	MD	\$267,070	Board Chair	\$85,308	\$72,840	2024
Community Organizing For Racial Equity	NC	\$269,721	Executive Dir.	\$71,667	\$69,628	2023
Chickasaw Wellness Complex	IA	\$269,726	Co-cwc Direc	\$35,000	\$34,098	2025
Laughing At My Nightmare Inc	PA	\$266,898	Vice Pres/treas/secrty	\$64,200	\$60,198	2023
Access Language Solutions Inc	KY	\$270,017	Executive Director	\$38,424	\$38,816	2023
Hunger Resource Network	IL	\$266,655	Development Director	\$93,076	\$83,571	2024
Lexington House Of Elkhart Inc	IN	\$266,652	Executive Di	\$68,719	\$66,185	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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 982 organizations. Compensation range \$244–\$195,115; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$268,364); for reference, expenses \$215,852 and assets \$331,826.

ROLE MATCH	Gerrit Hanson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	74 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	72 nd

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 (Gerrit Hanson) 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 982 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,113 is reasonable (approximately the 74th 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.