

# Southern Grit Advocacy

Executive Director / CEO

EIN 843608071

TX · NTEE I73

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Vicky Payne, Executive Director / CEO** (\$53,917) against **every comparable organization** that fit the selection criteria — **327** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Vicky Payne — 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 (I73).
BUDGET	Total revenue between \$137,702 and \$308,289 — 0.67x to 1.50x the subject's \$205,526 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

**327** organizations qualified on sector, size, and geography → **327** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,761	\$35,572	\$54,741	\$76,551	\$97,304	<b>\$53,917</b>
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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 TX 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
<a href="#">Open Hearts Open Minds</a>	OR	\$205,384	Executive Director	\$50,580	<b>\$46,957</b>	2024
<a href="#">Casa 3rd Judicial District Inc</a>	AR	\$205,202	Former Executive Director	\$44,943	<b>\$49,201</b>	2025
<a href="#">Lived Experiences Inc</a>	CA	\$205,975	Founder	\$42,000	<b>\$36,256</b>	2024
<a href="#">Getpaid Inc</a>	PA	\$204,940	Executive Vice President	\$45,523	<b>\$45,383</b>	2024
<a href="#">Mediation Center Of Greater Gb Inc</a>	WI	\$206,166	Executive Di	\$54,786	<b>\$57,199</b>	2024
<a href="#">Neighborhood Mediation Center</a>	NV	\$204,667	Executive Director	\$69,000	<b>\$69,142</b>	2024
<a href="#">Casa Of The 5th Judicial District</a>	WY	\$206,544	Executive Director	\$71,809	<b>\$74,889</b>	2025
<a href="#">Lasalle County Childrens Advocacy Center</a>	IL	\$206,603	Director	\$57,100	<b>\$57,777</b>	2023
<a href="#">Friends Of Western Pa Cares For Kids Inc</a>	PA	\$207,155	Executive Director	\$48,377	<b>\$49,653</b>	2023
<a href="#">Black Liberation Fund</a>	SC	\$203,633	President	\$120,000	<b>\$125,150</b>	2024
<a href="#">Dayonenotdaytwo</a>	PA	\$207,532	Executive Director	\$10,565	<b>\$10,532</b>	2024
<a href="#">Community Lawyers Inc</a>	CA	\$207,595	Executive Dir.	\$28,600	<b>\$24,688</b>	2024
<a href="#">Multnomah Bar Foundation</a>	OR	\$203,188	Ex Officio	\$14,669	<b>\$13,618</b>	2024
<a href="#">Center For Integrity In Forensic</a>	WI	\$208,031	Executive Director	\$122,813	<b>\$132,009</b>	2023
<a href="#">Tulare County Child Protection</a>	CA	\$202,938	Executive Dir.	\$82,710	<b>\$73,507</b>	2023
<a href="#">Babylon Inc</a>	VA	\$202,845	Director	\$72,000	<b>\$71,551</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Denver Bar Foundation</a>	CO	\$208,619	Former Exec. Director	\$31,872	<b>\$30,552</b>	2024
<a href="#">Open Immigration Legal Services Inc</a>	CA	\$208,729	President	\$59,013	<b>\$50,942</b>	2024
<a href="#">A Child Is Missing Inc</a>	FL	\$208,762	Executive Di	\$62,292	<b>\$58,500</b>	2024
<a href="#">Inner Banks Stem Center</a>	NC	\$208,896	President	\$6,625	<b>\$7,046</b>	2023
<a href="#">District Of Columbia Access To Justice</a>	DC	\$209,062	Executive Dir.	\$125,655	<b>\$110,232</b>	2024
<a href="#">Alliance To Counter Crime Online</a>	DC	\$201,896	Executive Director	\$35,800	<b>\$32,333</b>	2023
<a href="#">Disability Legal Services Of Indiana</a>	IN	\$209,446	Executive Director	\$79,163	<b>\$83,456</b>	2024
<a href="#">Unite Greensboro Jail Ministry</a>	NC	\$209,528	Chaplain	\$34,314	<b>\$35,444</b>	2024
<a href="#">Reaching Out From Within Inc</a>	KS	\$209,688	Executive Director	\$68,125	<b>\$75,748</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 327 organizations. Compensation range \$10–\$406,703; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$205,526); for reference, expenses \$244,488 and assets \$156,076.

**ROLE MATCH** Vicky Payne, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 8 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	50 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</sup>

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 (Vicky Payne) 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 327 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$53,917 is reasonable (approximately the 49<sup>th</sup> 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.