

Acorn Global Advance

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Richard J Cross, Executive Director / CEO** (\$79,800) against **every comparable organization** that fit the selection criteria — **223** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: Richard J Cross — reported title "Secretary", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

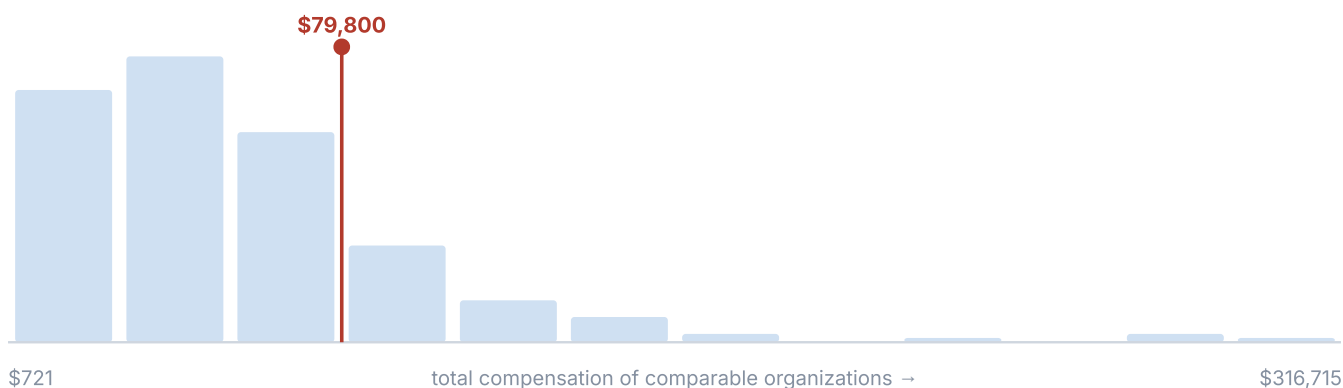
SECTOR Organizations sharing the subject's NTEE classification (T30).

BUDGET Total revenue between \$248,189 and \$555,648 — 0.67x to 1.50x the subject's \$370,432 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

223 organizations qualified on sector, size, and geography → **223** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$12,179

\$24,097

\$47,942

\$74,100

\$104,445

\$79,800



■ 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 SC 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
Georgia National Guard Family	GA	\$370,846	Treasurer	\$48,360	\$46,610	2023
Family Arts Needlework Shop Inc	AZ	\$371,557	Director	\$62,402	\$54,435	2025
Josephine County Foundation	OR	\$368,624	Treasurer & Ed	\$3,000	\$2,594	2024
Youth Business Alliance Inc	CA	\$366,781	Executive Dir.	\$102,092	\$82,078	2024
Hine Corporation	ME	\$365,989	President	\$69,000	\$64,328	2024
Theater Collaborative Of South Jersey	NJ	\$375,641	Executive Director	\$18,027	\$14,986	2024
Gsbcc Community Development Corp	AL	\$375,728	Executive Director	\$13,000	\$15,137	2021
Family Promise Of Clear Creek	TX	\$375,801	Executive Dir.	\$82,364	\$76,709	2024
Hearts Of Gold Inc	NY	\$376,784	Ceo	\$179,430	\$150,958	2024
Lot 2540 Incorporated	NC	\$378,448	Executive Dir.	\$67,287	\$66,643	2023
Hope Match	NC	\$379,888	Executive Director	\$56,271	\$52,739	2025
Foundation For Community Empowerment	TX	\$360,485	Treasurer	\$31,000	\$28,872	2024
We Love Buford Highway Inc	GA	\$380,577	Executive Director	\$72,458	\$67,832	2024
Residential Properties Inc	MD	\$360,000	President	\$12,277	\$11,002	2023
Freedom From Hunger	DC	\$359,267	Sub. Officer/ceo Grameen Fndt Usa	\$3,321	\$2,793	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Down Syndrome Society Of Wichita Inc	KS	\$359,239	Executive Director	\$70,760	\$71,174	2024
Water From Wine	WA	\$358,236	Executive Director	\$6,458	\$5,542	2023
Endure Athletics Foundation Inc	TN	\$382,804	Executive Director	\$52,056	\$50,946	2024
Jarrard Burch Foundationinc	GA	\$357,896	Executive Di	\$38,812	\$37,407	2023
Much Ministries Inc	GA	\$382,972	Executive Director - See S	\$103,360	\$99,619	2023
Hunt Of A Lifetime	PA	\$357,048	President &	\$4,327	\$4,018	2024
Dj Foundation Inc	SC	\$384,636	Secretary, Director	\$20,000	\$20,000	2023
House Of Help City Of Hope Inc	DC	\$385,223	Exec Director	\$67,820	\$55,410	2024
National School Climate Center	NY	\$355,465	Co-executive Director	\$39,570	\$33,291	2024
The Park People Of Milwaukee County Inc	WI	\$355,037	Executive Dir.	\$37,188	\$36,160	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 223 organizations. Compensation range \$721–\$316,715; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$370,432); for reference, expenses \$386,188 and assets \$87,795.

ROLE MATCH	Richard J Cross, reported title " <i>Secretary</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	52 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	80 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	59 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 (Richard J Cross) 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 223 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,800 is reasonable (approximately the 80th 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.