

Academy For Grassroots Organizations

Executive Director / CEO

EIN 912088232
 CA · NTEE P80
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Debbie A Cannon, Executive Director / CEO** (\$80,624) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **85th** percentile of comparable organizations within the typical range

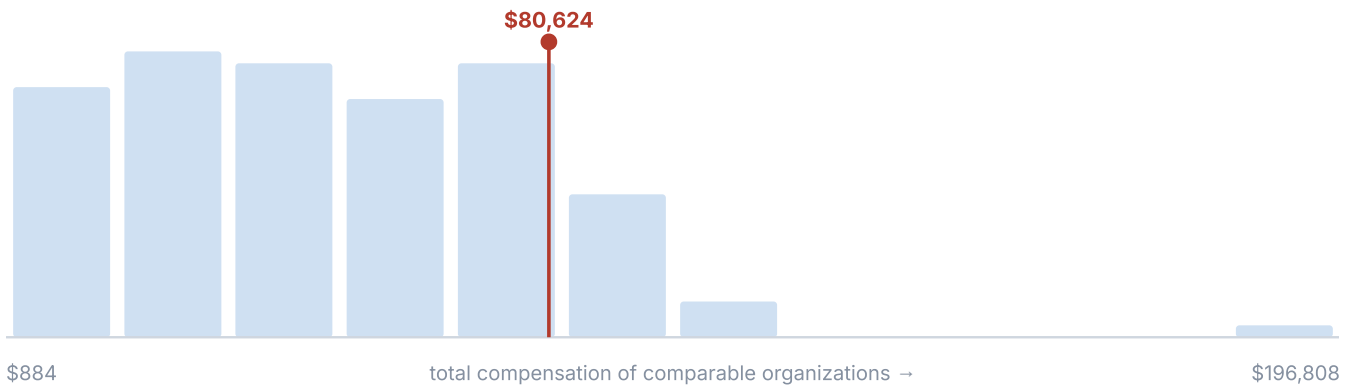
Benchmarked executive: Debbie A Cannon — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P80).
BUDGET	Total revenue between \$106,936 and \$239,409 — 0.67x to 1.50x the subject's \$159,606 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,461	\$26,157	\$46,047	\$72,537	\$83,961	\$80,624
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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 CA 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
Gods Heart Ministry	CA	\$159,130	Director	\$18,175	\$18,712	2023
Meridian Place Development	OH	\$159,011	Ceo	\$5,477	\$6,917	2023
Unfaulted Corporation	TX	\$161,145	Chief Execut	\$42,230	\$48,921	2024
Barre Area Senior Center Inc	VT	\$161,165	Director	\$51,480	\$58,460	2025
Lutheran Housing Services 12 Inc	OH	\$155,726	President/ce	\$54,426	\$66,758	2024
Mount Vernon At Home Inc	VA	\$155,539	Exective Director	\$39,692	\$45,693	2023
Lowcountry Alliance For Model Communitie	SC	\$155,380	Co-executive Director	\$21,692	\$26,207	2024
Juniper House Inc	MA	\$163,950	President	\$19,712	\$20,514	2024
Life Styles Foundation Inc	AR	\$155,173	Executive Director	\$10,246	\$12,994	2025
Hands Producing Hope Incorporated	LA	\$164,078	President And Executive Di	\$693	\$884	2024
Colorado Black Caucus	CO	\$154,950	Executive Director	\$32,000	\$35,535	2024
Silverton Area Seniors Inc	OR	\$165,708	Executive Dir.	\$51,832	\$57,389	2023
Community Outreach Network Services Inc	IN	\$166,238	Ceo	\$9,874	\$12,059	2024
Achieve Inc	CO	\$166,539	Executive Di	\$31,250	\$34,702	2024
Fostering Life-changing Opportunities	MO	\$167,579	Executive Director	\$30,228	\$38,172	2023
Payee Plus	OH	\$167,580	Executive Director	\$60,637	\$74,376	2024
Plymouth Homes Inc	MD	\$149,279	Treasurer	\$28,731	\$31,107	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amy's Wish With Wings	TX	\$148,731	President	\$6,470	\$7,495	2024
Hope House	DC	\$170,608	Ex Executive Director	\$80,534	\$81,842	2024
Street Bean Espresso	WA	\$147,911	Director Of Operations	\$78,569	\$83,869	2023
Universal City Supportive Housing	MN	\$171,303	President/tr	\$68,006	\$75,814	2025
Scenic City Women's Network	TN	\$147,199	Executive Di	\$25,000	\$31,331	2023
Rose Of Sharon Equestrian School Inc	MD	\$147,091	Executive Director	\$41,600	\$46,371	2023
Ide Center Apartments II Inc	OH	\$172,521	Ceo/president	\$18,970	\$23,955	2023
The Lgbtq Center Inc	IN	\$145,929	Executive Director	\$39,000	\$47,629	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	127 organizations. Compensation range \$884–\$196,808; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$159,606); for reference, expenses \$264,220 and assets \$510,708. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Debbie A Cannon, reported title <i>"President & CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	26 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	85 th
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	65 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 (Debbie A Cannon) 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 127 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,624 is reasonable (approximately the 85th 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.