

Strategic Community Investments

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Mitchell Minnick, Executive Director / CEO** (\$22,377) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **38th** percentile of comparable organizations within the typical range

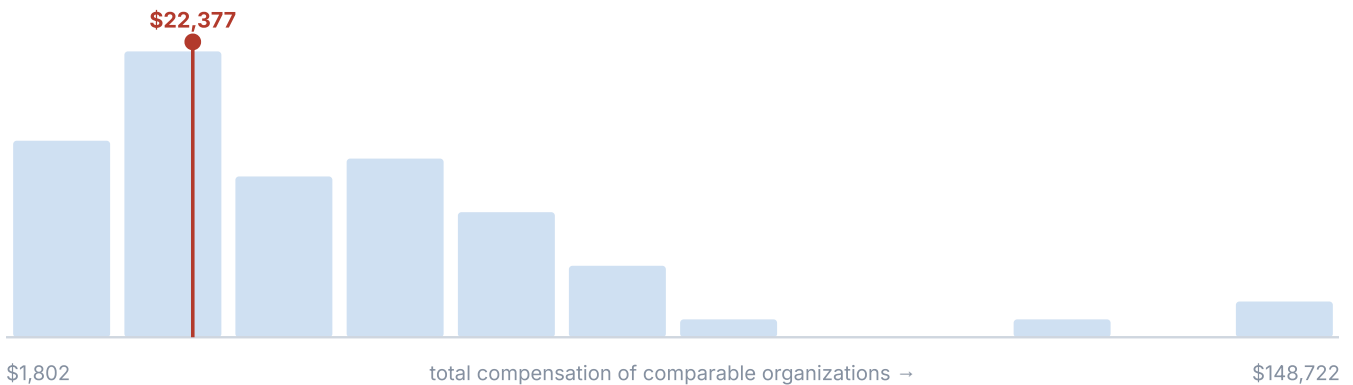
Benchmarked executive: Mitchell Minnick — reported title “EXEC DIR/SEC”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L80).
BUDGET	Total revenue between \$115,298 and \$258,132 — 0.67x to 1.50x the subject's \$172,088 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L80), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,508	\$17,506	\$30,271	\$50,338	\$69,905	\$22,377
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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 AR 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
Dh Inc	OR	\$170,222	President	\$15,031	\$12,418	2023
Abigail's Place	TX	\$177,282	Executive Director	\$48,000	\$41,491	2024
The Rise Center	OH	\$165,354	President/ceo	\$76,379	\$69,905	2024
Lotus Care House	MO	\$179,774	Executive Director	\$77,885	\$73,388	2023
His Daughters House	CA	\$180,015	Ceo	\$20,097	\$15,439	2023
Narragansett Affordable Housing Inc	RI	\$163,584	President	\$37,500	\$30,271	2025
Cmrs Iv Inc	NH	\$181,273	President & Ceo	\$32,010	\$25,541	2024
Mp Mezes Inc	CA	\$181,422	Cfo/assistant Secretary	\$59,660	\$45,831	2023
Prairie Haven Inc	IA	\$162,717	Top Management Official	\$19,545	\$19,039	2023
Housing Continuum Inc	IL	\$160,761	Executive Director	\$30,156	\$26,375	2023
Vesta Three Inc	MD	\$183,633	President	\$21,417	\$17,302	2024
Cannelton & Neighbors Development Inc	IN	\$158,750	Executive Director	\$13,950	\$12,712	2024
Fox Township Manor Inc	PA	\$158,421	Director	\$34,650	\$29,859	2024
Mid-peninsula Murphy's Inc	CA	\$157,402	Cfo / Assistant Secretary	\$77,467	\$57,803	2024
The Safe Place Foundation	IA	\$186,798	Executive Director	\$42,780	\$41,672	2023
Trans Housing Coalition Inc	GA	\$156,187	Executive Dir.	\$89,470	\$80,033	2023
Mount Zion Community Development Inc	NC	\$155,327	Executive Director	\$72,334	\$64,585	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Stones River Development Corporation	TN	\$189,803	Executive Director	\$29,224	\$25,860	2025
Rock Garden Camp	MO	\$189,911	Manager	\$18,600	\$17,023	2024
Ingraham Housing Corporation	ME	\$191,409	President	\$15,951	\$13,802	2024
Wisconsin Rapids Figure Skating Club Inc	WI	\$150,751	Program Director	\$2,075	\$1,825	2025
Oak Hill Apartments	CA	\$144,861	Secretary/treasurer	\$39,437	\$29,427	2024
Friendsvva Apartments Inc	OH	\$199,654	Director/president	\$24,254	\$22,198	2024
Affordable Housing Association	CA	\$200,264	Ceo	\$23,461	\$17,506	2024
Ebsv Community Development Inc	CA	\$143,735	President & Ceo	\$28,109	\$21,594	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	61 organizations. Compensation range \$1,802–\$148,722; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$172,088); for reference, expenses \$236,606 and assets \$1,733,001.
ROLE MATCH	Mitchell Minnick, reported title "EXEC DIR/SEC", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	38 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	64 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 (Mitchell Minnick) 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 61 similarly situated organizations (Same NTEE sector (L80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,377 is reasonable (approximately the 38th 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.