

Crack House Ministries

Executive Director / CEO

EIN 204297151

OH · NTEE P99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mitchell Ellison, Executive Director / CEO** (\$78,230) against **every comparable organization** that fit the selection criteria — **139** 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

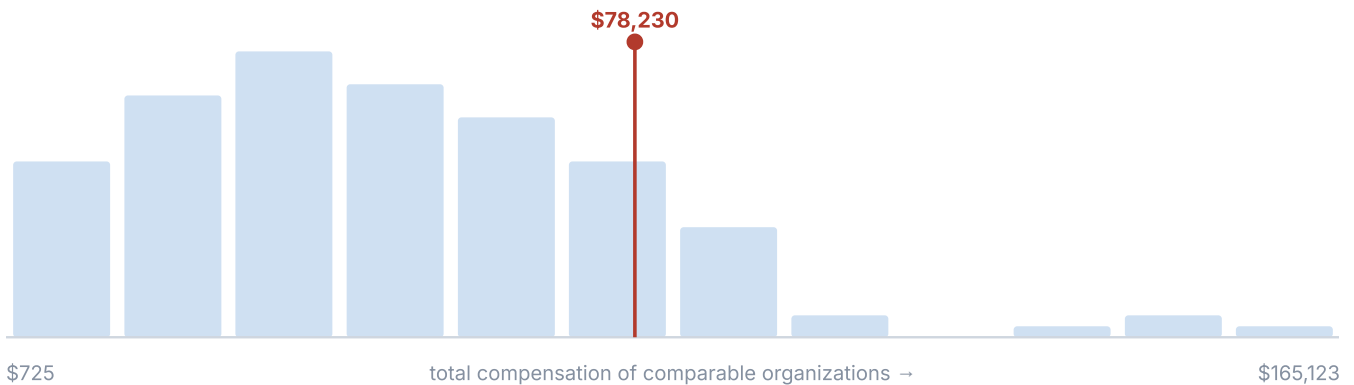
Benchmarked executive: Mitchell Ellison — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

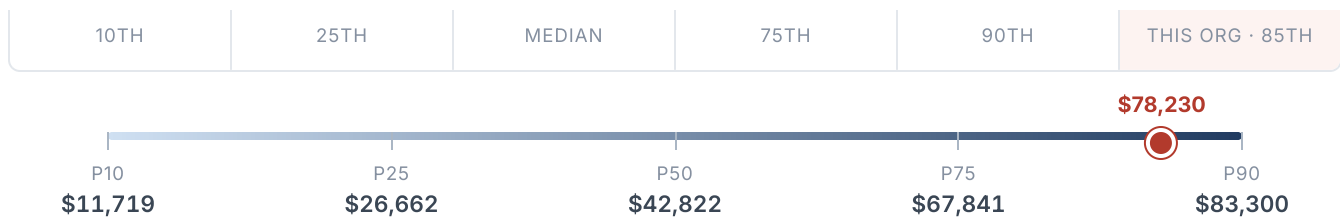
SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$156,864 and \$351,189 — 0.67x to 1.50x the subject's \$234,126 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

139 organizations qualified on sector, size, and geography → **139** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,719	\$26,662	\$42,822	\$67,841	\$83,300	\$78,230
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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 OH 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
Mount Olives Community Center Inc	MA	\$233,125	President	\$15,735	\$13,350	2023
Desert Sol Inc	AZ	\$232,668	President/ceo	\$3,000	\$2,646	2024
Seeds Of Harmony Inc	AZ	\$237,318	Executive Dir.	\$56,791	\$50,088	2024
Communities United For Action	OH	\$237,858	Executive Director	\$77,297	\$75,079	2024
Extended Family	AL	\$230,175	Executive Director	\$39,646	\$39,279	2024
Field Of Dreams Inc	CA	\$238,158	Secretary	\$30,150	\$23,875	2024
Refuge Widowers Inc	GA	\$229,326	Founder/ceo	\$91,567	\$84,433	2024
Info For Families Inc	GA	\$238,935	President	\$161,548	\$148,962	2024
Welcome Home Montrose Inc	CO	\$229,142	Executive Director	\$41,500	\$36,493	2024
El Sistema Usa	NC	\$240,424	Executive Director	\$95,000	\$92,678	2023
Word Game Players Organization	MN	\$240,589	Treasurer, Director	\$3,800	\$3,443	2024
Lets Go Services	VA	\$240,936	Executive Director	\$33,231	\$29,425	2024
The More We Love	WA	\$226,863	Executive Director	\$59,918	\$49,196	2024
Evangelical Alliance For Immigration	AR	\$241,550	Director	\$80,500	\$82,981	2024
Center For African Health And Education	OR	\$226,533	President	\$40,840	\$34,781	2024
Merrimack Valley Dream Center Inc	MA	\$226,466	President And Execuitve Director	\$13,000	\$10,713	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Woosaa Wellness Inc	NY	\$242,434	Chair	\$70,019	\$59,737	2023
Kids In Crisis Intervention Team	IN	\$225,640	Executive Director (Part Year)	\$31,806	\$31,668	2023
Northside Mennonite Child Care	OH	\$225,537	Director	\$34,876	\$34,876	2023
Ride For Joy	ID	\$224,899	Executive Dir.	\$62,969	\$61,430	2024
Entrusted Houston	TX	\$243,479	Executive Dir.	\$40,000	\$37,778	2023
The Common Good Soup Kitchen Community	ME	\$224,422	Executive Director	\$45,000	\$41,323	2024
Little Wish Foundation Inc	IN	\$224,381	President/ce	\$77,896	\$77,558	2023
Clothe Your Neighbor As Yourself In	FL	\$223,988	President /	\$60,019	\$53,234	2023
Victory Hill Therapeutic Horsmanship Inc	NY	\$223,843	Director	\$850	\$725	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	139 organizations. Compensation range \$725–\$165,123; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$234,126); for reference, expenses \$146,912 and assets \$178,755.
ROLE MATCH	Mitchell Ellison, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	85 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	81 st

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 Ellison) 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 139 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,230 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.