

Stand At The Crossroads Ministries

Executive Director / CEO

EIN 260249257

SC · NTEE L40

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Deborah Lamb, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Deborah Lamb — 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 (L40).
BUDGET	Total revenue between \$143,836 and \$322,021 — 0.67x to 1.50x the subject's \$214,681 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L40), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,761	\$19,484	\$35,977	\$53,135	\$75,509	\$10,000
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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 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
Family Gateway Affordable Housing Inc	TX	\$215,522	President And Ceo	\$8,427	\$7,848	2024
Philippians Place	NC	\$216,132	Executive Di	\$18,760	\$17,582	2025
Phoenixville Womens Outreach	PA	\$220,134	Executive Director	\$50,034	\$46,456	2024
Win Decatur Housing Development Fund Corporation	NY	\$208,686	President & Ceo	\$8,404	\$7,071	2024
Altrusa Hospitality House Inc	WI	\$206,495	Executive Di	\$73,819	\$71,778	2024
Surplus Property Roundtable	MI	\$224,356	Executive Dir.	\$78,788	\$75,716	2024
12 Step Life	OH	\$200,336	Ceo	\$76,476	\$75,415	2024
Courage To Change Sober Living	IN	\$229,969	Executive Director	\$19,550	\$19,195	2024
Rise - El Dorado Inc	KS	\$230,561	Director	\$10,225	\$10,285	2024
Arvad Ministries Incorporated	LA	\$198,533	Executive Di	\$34,500	\$36,414	2023
Pa Dream House Inc	PA	\$189,049	Administrativedirector	\$49,920	\$46,350	2024
Westminster Room In The Inn	TN	\$244,102	Executive Di	\$27,650	\$26,362	2025
Seeds Of Hope Inc	OH	\$244,140	Executive Director	\$35,161	\$35,697	2023
Bay House Housing Development Fund	NY	\$184,243	Secretary/treasurer	\$53,979	\$45,413	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tabitha Ministry	NC	\$183,081	Executive Director	\$14,628	\$13,710	2025
Mesa Housing Inc	CO	\$182,845	Treasurer	\$14,400	\$13,236	2023
Darlene Slaters Rehabilitation Center	MS	\$249,109	President	\$24,000	\$24,886	2024
Freedom Thru Faith Ministries Inc	MN	\$179,956	Secretary	\$28,165	\$25,911	2024
North Beacon Hill Housing Initiative	WA	\$252,682	President	\$63,876	\$53,245	2024
St Bakhita Catholic Worker Inc	WI	\$254,431	Executive Director	\$59,380	\$57,738	2024
Veterans Accession House	CA	\$255,798	Adm.assistant	\$40,092	\$32,233	2024
Casa Esperanza Housing Development Fund	NY	\$255,864	President/ceo	\$50,896	\$44,085	2023
Restore House Inc	MN	\$167,940	Coordinator	\$20,965	\$19,288	2024
Journey Home Inc	VA	\$264,064	Operations Director And Board Director	\$27,115	\$25,096	2023
New Dimensions In Recovery Inc	AZ	\$264,532	Executive Director	\$82,011	\$75,603	2023

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	46 organizations. Compensation range \$1,782–\$319,013; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$214,681); for reference, expenses \$116,627 and assets \$802,480. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Deborah Lamb, 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	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	9 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	20 th
All sources (D + E + F), adjusted	2 nd

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 (Deborah Lamb) 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 46 similarly situated organizations (Same NTEE sector (L40), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 9th 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.