

The Crn Foundation

Executive Director / CEO

EIN 264677478
 DC · NTEE S194
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Steve Mister, Executive Director / CEO** (\$93,404) against **every comparable organization** that fit the selection criteria — **419** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

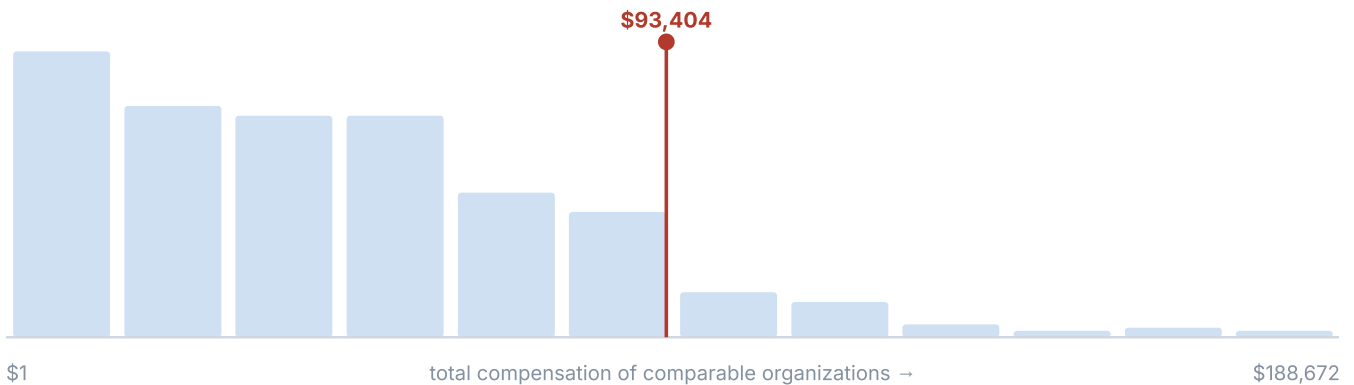
Benchmarked executive: Steve Mister — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S194).
BUDGET	Total revenue between \$73,332 and \$164,176 — 0.67x to 1.50x the subject's \$109,451 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

419 organizations qualified on sector, size, and geography → **419** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,167	\$19,489	\$42,200	\$67,710	\$91,725	\$93,404
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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 DC 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 Peace Project Inc	TX	\$109,386	Executive Dir.	\$39,226	\$43,432	2024
Christmas In April St Marys County	MD	\$109,551	Executive Director	\$54,750	\$55,195	2025
Economic And Community Growth	PA	\$109,285	President/ce	\$43,001	\$47,464	2024
Ga Assoc For Home Health Agencies	GA	\$109,717	Executive Director	\$70,040	\$77,951	2024
Turning Lives Around	MN	\$109,125	Chief Executive Officer	\$41,868	\$44,612	2025
Decatur County Development Corp	IA	\$108,957	Executive Director	\$45,824	\$55,536	2024
Lonmark International	CA	\$108,950	Executive Director	\$19,800	\$18,436	2025
Charlotteeast	NC	\$108,731	Executive Director	\$75,000	\$85,776	2024
Petaluma Gap Winegrowers Alliance	CA	\$108,361	Executive Di	\$53,050	\$50,704	2024
Upshur County Convention And Visitors Bureau Corp	WV	\$108,227	Executive Director	\$31,917	\$37,265	2025
Mbi Industry Advocacy Fund	IA	\$110,721	President	\$21,070	\$25,536	2024
145 Hudson Realty Corp	CA	\$108,000	Executive Dir.	\$33,861	\$33,320	2023
Loving Library	AZ	\$107,908	Ceo	\$30,000	\$31,935	2024
Fundacion Bucarabon Inc	PR	\$111,007	President	\$21,707	\$21,707	2023
Town Square Inc	NY	\$107,852	Executive Director	\$30,000	\$30,006	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
New York Passive House Inc	NY	\$107,782	Executive Di	\$32,610	\$32,616	2024
Home Builders Assoc Of Central	VA	\$107,659	Executive Di	\$57,924	\$61,905	2024
Mid Atlantic Construction Safety Co	PA	\$107,614	Executive Di	\$60,503	\$66,783	2024
Ua Local No 62 Building Corporation	CA	\$107,262	Treasurer/business Manager	\$125,808	\$120,246	2024
Group Of 50 Foundation Inc	DC	\$107,129	Executive Director Until September 2024	\$91,819	\$89,185	2024
Lakewood Seward Park Community	WA	\$111,789	Executive Dire	\$20,017	\$20,423	2023
Tehachapi Area Association Of Realtors	CA	\$106,909	Ceo	\$13,875	\$13,262	2024
Philadelphia Real Estate Council	PA	\$112,046	Chairman And Founder	\$95,437	\$108,456	2023
New Energy Nexus Enventure	CA	\$106,494	Executive Director End: 7/2024	\$28,332	\$27,079	2024
Mississippi Economic Growth All-	MS	\$112,426	President's	\$90,000	\$110,950	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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 **419** organizations. Compensation range \$1–\$188,672; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$109,451); for reference, expenses \$87,478 and assets \$176,418.
ROLE MATCH	Steve Mister, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	102 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	91 st
Total compensation (D + F), as reported (no adjustments)	94 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Steve Mister) 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 419 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,404 is reasonable (approximately the 91st 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.