

# Missouri Inclusive Housing

Executive Director / CEO

EIN 300630211

MO · NTEE P82

FY ending 2025-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Marilyn Crawford, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **85** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

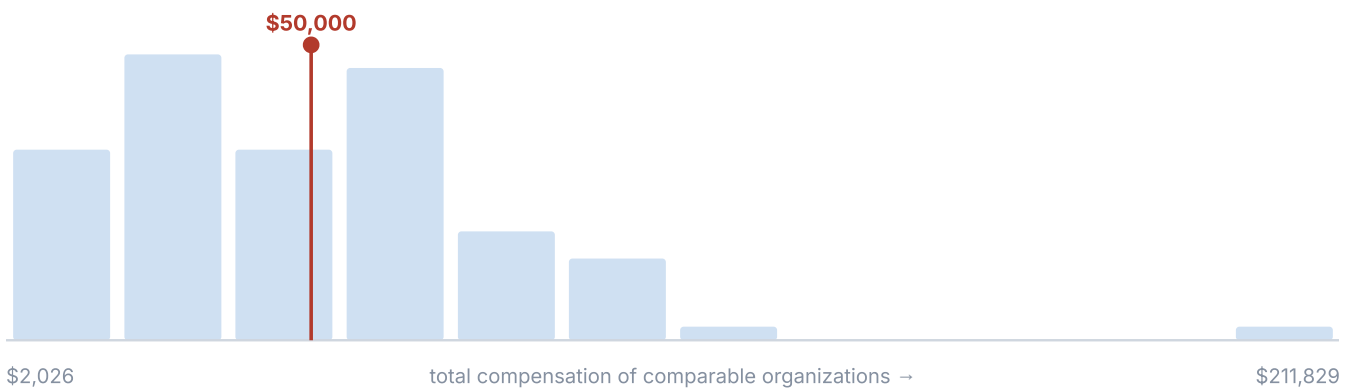
**Benchmarked executive:** Marilyn Crawford — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P82).
BUDGET	Total revenue between \$184,538 and \$413,146 — 0.67x to 1.50x the subject's \$275,431 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P82), nationwide + budget 0.67–1.5x revenue.

**85** organizations qualified on sector, size, and geography → **85** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,354	\$28,228	\$45,053	\$67,341	\$87,157	\$50,000
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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 MO 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
<a href="#">Cura Personalis Project Inc</a>	MD	\$272,993	Program Director & Co-founder	\$99,496	<b>\$92,811</b>	2023
<a href="#">Possibility Place</a>	TN	\$271,742	Executive Dir.	\$35,083	<b>\$34,818</b>	2025
<a href="#">Lucky Project</a>	UT	\$279,993	President	\$39,000	<b>\$39,826</b>	2023
<a href="#">Shared Support Maryland Inc</a>	MD	\$280,339	Executive Dir.	\$65,302	<b>\$59,167</b>	2024
<a href="#">The Arc Washington County Inc</a>	PA	\$270,228	Executive Director	\$94,985	<b>\$91,798</b>	2024
<a href="#">Faces Of Courage Foundation Inc</a>	FL	\$282,004	Ceo	\$95,385	<b>\$86,841</b>	2024
<a href="#">Athletes Without Limits</a>	OR	\$283,783	Board Of Directors	\$2,550	<b>\$2,459</b>	2022
<a href="#">Lennons House</a>	NJ	\$265,025	Executive Director	\$24,000	<b>\$20,767</b>	2024
<a href="#">Hanover Arc Inc</a>	VA	\$263,583	Executive Director	\$18,375	<b>\$17,702</b>	2023
<a href="#">Washoe Ability Resource Center</a>	NV	\$288,621	President/ Ceo Ex-officio	\$218,059	<b>\$211,829</b>	2024
<a href="#">Down Syndrome Network Of Montgomery County Inc</a>	MD	\$261,838	Executive Director	\$46,800	<b>\$42,403</b>	2024
<a href="#">Mi-journey</a>	MI	\$258,518	Executive Director	\$59,472	<b>\$59,491</b>	2024
<a href="#">Learning On The Log</a>	GA	\$292,874	Executive Dir.	\$20,000	<b>\$19,489</b>	2024
<a href="#">Watch Care Inc</a>	FL	\$254,439	President	\$35,000	<b>\$32,806</b>	2023
<a href="#">Alstrom Syndrome International</a>	MD	\$253,997	President	\$16,500	<b>\$15,392</b>	2023
<a href="#">Catholic Coalition For Special</a>	MD	\$300,534	Executive Director	\$24,150	<b>\$21,881</b>	2024
<a href="#">Capable Kids Foundation Inc</a>	TX	\$301,684	Execuive Director	\$78,805	<b>\$76,396</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Pierce County Coalition For</a>	WA	\$302,992	Executive Di	\$70,000	<b>\$62,531</b>	2023
<a href="#">Chez Nous Inc</a>	CT	\$306,869	Exec Dir/pre	\$37,917	<b>\$35,472</b>	2023
<a href="#">Happyfeatorg_Of Georgia Inc</a>	GA	\$242,189	Executive Director	\$51,450	<b>\$50,135</b>	2024
<a href="#">Freedom Farm</a>	MN	\$309,114	President	\$71,060	<b>\$70,058</b>	2023
<a href="#">Twb Residential Opportunities li Inc</a>	NY	\$309,773	Ceo/vice President	\$52,793	<b>\$46,233</b>	2024
<a href="#">Hillyard Senior Center</a>	WA	\$237,810	Executive Dir.	\$62,530	<b>\$54,255</b>	2024
<a href="#">Next Step Farms</a>	AL	\$236,519	Ceo	\$40,400	<b>\$42,298</b>	2024
<a href="#">Dreams Come True Inc</a>	TX	\$317,541	President	\$72,000	<b>\$69,799</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2025 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 MO 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	85 organizations. Compensation range \$2,026–\$211,829; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$275,431); for reference, expenses \$271,330 and assets \$165,931.
ROLE MATCH	Marilyn Crawford, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	12 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	53 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	55 <sup>th</sup>
All sources (D + E + F), adjusted	40 <sup>th</sup>

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 (Marilyn Crawford) 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 85 similarly situated organizations (Same NTEE sector (P82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 53<sup>rd</sup> 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.