

# House Of Grace

Executive Director / CEO

EIN 311640839

MS · NTEE P20

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Sarita Drake, Executive Director / CEO** (\$61,536) against **every comparable organization** that fit the selection criteria — **1036** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

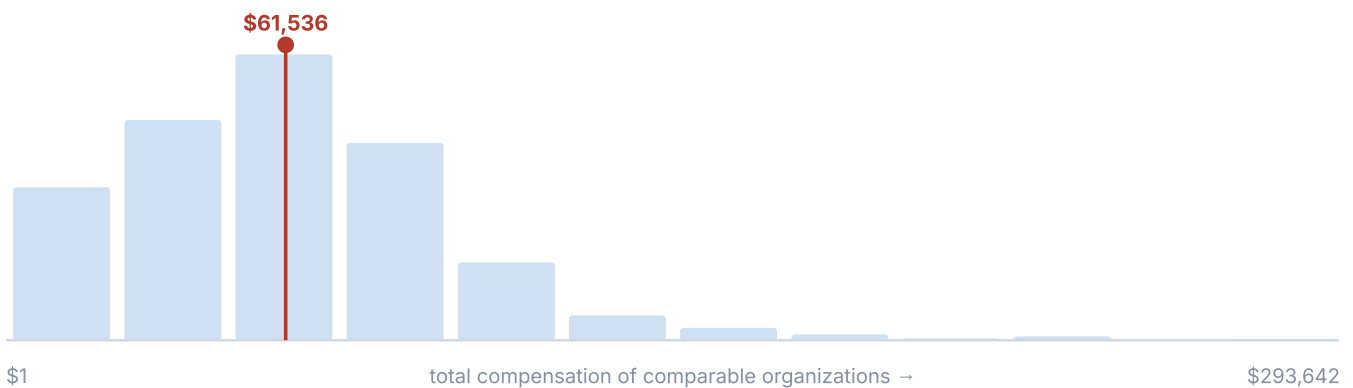
**Benchmarked executive:** Sarita Drake — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$332,753 and \$744,970 — 0.67x to 1.50x the subject's \$496,647 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,036** organizations qualified on sector, size, and geography → **1,036** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,708	\$36,418	\$59,269	\$80,573	\$103,225	\$61,536
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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 MS 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="#">Runnin Wj Therapeutic Center Inc</a>	TX	\$496,555	Executive Dir.	\$37,500	<b>\$34,676</b>	2023
<a href="#">Stand With Trans</a>	MI	\$496,182	Executive Director	\$92,003	<b>\$85,264</b>	2024
<a href="#">Project Sankofa Inc</a>	CA	\$497,251	Executive Dir.	\$128,565	<b>\$99,678</b>	2024
<a href="#">Renew Recovery Cafe Inc</a>	FL	\$497,288	Executive Director	\$48,125	<b>\$40,592</b>	2024
<a href="#">Crush Athletics</a>	OR	\$497,327	Chief Exec Officer	\$4,000	<b>\$3,434</b>	2023
<a href="#">The Valedictorian Project Inc</a>	MA	\$495,790	Executive Director	\$140,400	<b>\$116,626</b>	2023
<a href="#">Fox Families Care</a>	PA	\$497,906	Executive Dir.	\$54,600	<b>\$48,888</b>	2024
<a href="#">11th Hour Trauma Retreat</a>	FL	\$495,132	Director	\$153,461	<b>\$129,441</b>	2024
<a href="#">Assist The Officer Inc</a>	TX	\$495,114	Executive Director	\$6,630	<b>\$5,955</b>	2024
<a href="#">Compassus Living Foundation Inc</a>	TN	\$498,227	Executive Director	\$60,955	<b>\$59,227</b>	2023
<a href="#">Rain For The Sahel And Sahara Inc</a>	NH	\$494,418	Executive Di	\$91,183	<b>\$75,596</b>	2024
<a href="#">Friendship New Vision Inc</a>	OH	\$494,314	Executive Dire	\$43,265	<b>\$42,360</b>	2023
<a href="#">People Of All Colors Succeed Organization</a>	MO	\$499,014	Executive Director - Founder	\$162,306	<b>\$158,909</b>	2023
<a href="#">Maranatha Carlisle</a>	PA	\$499,268	President/ce	\$51,783	<b>\$46,366</b>	2024
<a href="#">Welcome Project Pa</a>	PA	\$499,675	Executive Director	\$100,382	<b>\$89,880</b>	2024
<a href="#">Color Street Foundation Inc</a>	NJ	\$500,000	Chairwoman	\$70,000	<b>\$57,774</b>	2023
<a href="#">The Center Of Owensboro-daviess County Inc</a>	KY	\$493,287	Executive Director	\$80,000	<b>\$77,171</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Aero Missions</a>	AL	\$493,040	Director	\$66,871	<b>\$64,865</b>	2024
<a href="#">Overseed Incorporated</a>	MA	\$492,972	President	\$153,502	<b>\$120,659</b>	2025
<a href="#">Samaritan Institute Inc</a>	CO	\$500,331	Executive Vi	\$154,371	<b>\$132,905</b>	2024
<a href="#">East Allen Family Resource</a>	IN	\$500,372	Executive Di	\$99,550	<b>\$97,043</b>	2023
<a href="#">Not On My Watch Inc</a>	NY	\$500,455	Executive Director	\$68,167	<b>\$56,940</b>	2023
<a href="#">The Cameron K Gallagher Foundation</a>	VA	\$492,714	Executive Director	\$83,140	<b>\$74,206</b>	2023
<a href="#">No Struggle No Success Inc</a>	MD	\$500,620	President & Ceo	\$61,016	<b>\$51,218</b>	2024
<a href="#">United Way Of Lee County Inc</a>	IL	\$500,706	Executive Director	\$49,000	<b>\$44,530</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS cost of living and 2024 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 MS 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	1036 organizations. Compensation range \$1–\$293,642; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$496,647); for reference, expenses \$542,406 and assets \$80,820.
ROLE MATCH	Sarita Drake, reported title " <i>DIRECTOR</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	51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 26 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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	51 <sup>st</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 (Sarita Drake) 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 13, 2026, comparing compensation against 1036 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,536 is reasonable (approximately the 54<sup>th</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 13, 2026.