

# Firecracker Foundation

Executive Director / CEO

EIN 462969449

MI · NTEE F60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tashmica Torok, Executive Director / CEO** (\$43,776) against **every comparable organization** that fit the selection criteria — **109** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

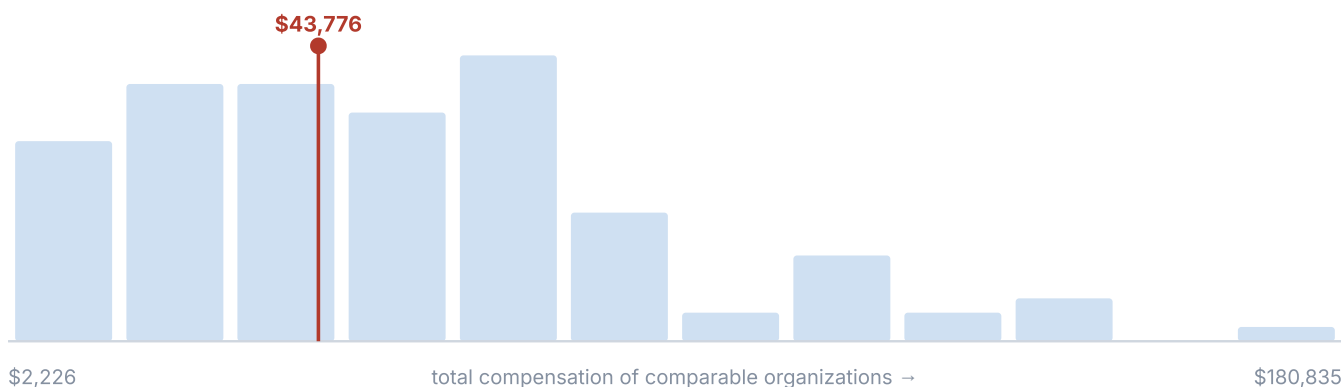
**Benchmarked executive:** Tashmica Torok — reported title “CO-DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F60).
BUDGET	Total revenue between \$171,176 and \$383,230 — 0.67x to 1.50x the subject's \$255,487 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F60), nationwide + budget 0.67–1.5x revenue.

**109** organizations qualified on sector, size, and geography → **109** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$14,852	\$29,367	\$50,823	\$73,888	\$108,165	\$43,776
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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 MI 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="#">Michiana Biblical Counseling Center Inc</a>	IN	\$254,975	Executive Director	\$57,015	<b>\$56,580</b>	2024
<a href="#">Living Scripture Institute</a>	PA	\$254,423	President	\$13,962	<b>\$13,102</b>	2024
<a href="#">Center For Early Childhood Connections</a>	CA	\$256,654	Secretary And Co-executive Director	\$49,038	<b>\$41,025</b>	2023
<a href="#">Positive Communication Practices Inc</a>	CA	\$256,977	President	\$93,460	<b>\$78,188</b>	2023
<a href="#">Fields Of Grace Ministries Inc</a>	GA	\$253,311	Executive Dir.	\$9,000	<b>\$8,516</b>	2024
<a href="#">Benji Project</a>	WA	\$253,155	Executive Director	\$65,132	<b>\$53,461</b>	2025
<a href="#">Yesh Tikva Inc</a>	CA	\$253,135	Executive Dir.	\$70,655	<b>\$59,109</b>	2023
<a href="#">Hepc Alliance Inc</a>	MO	\$253,053	Executive Director	\$70,323	<b>\$72,162</b>	2023
<a href="#">Chazkeinu</a>	MD	\$251,725	Ceo	\$74,041	<b>\$65,140</b>	2024
<a href="#">4c Children And Family</a>	CA	\$251,266	Ceo	\$10,075	<b>\$8,187</b>	2024
<a href="#">Anathallo Counseling Center</a>	PA	\$250,489	Executive Director	\$156,985	<b>\$147,320</b>	2024
<a href="#">Terri Schiavo Life &amp; Hope Network Inc</a>	FL	\$261,768	President	\$74,896	<b>\$66,210</b>	2024
<a href="#">Families Reaching Into Each New Day Inc</a>	RI	\$262,237	Pres./exec.dir.	\$19,500	<b>\$17,596</b>	2024
<a href="#">Fhgr Inc</a>	KY	\$248,728	Executive Di	\$38,182	<b>\$38,603</b>	2024
<a href="#">Prairie Sky Counseling Center Inc</a>	KS	\$264,693	Executive Director	\$130,261	<b>\$132,428</b>	2024
<a href="#">Adams Place</a>	NV	\$245,465	Executive Dir.	\$64,000	<b>\$60,370</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Domestic Outreach Corporation</a>	PA	\$244,729	President	\$27,000	<b>\$25,337</b>	2024
<a href="#">Lee's Summit Cares</a>	MO	\$244,636	Executive Director	\$80,000	<b>\$79,737</b>	2024
<a href="#">Gabriel Project Of West Virginia</a>	WV	\$266,558	Executive Director	\$42,990	<b>\$45,096</b>	2023
<a href="#">Misty Mountain Family Enrichment</a>	FL	\$266,918	Ceo/pres/sec	\$82,500	<b>\$72,933</b>	2024
<a href="#">Athens Parent Wellbeing Inc</a>	GA	\$267,329	Executive Director	\$17,500	<b>\$16,559</b>	2024
<a href="#">Emerge Center For Social And Emotional Learning</a>	CA	\$267,436	Executive Director	\$37,352	<b>\$30,351</b>	2024
<a href="#">Caldwell-clark</a>	CA	\$242,381	President	\$29,600	<b>\$24,053</b>	2024
<a href="#">Authentic Hope Center For Peace &amp;</a>	OR	\$240,216	Executive Dir.	\$72,327	<b>\$65,074</b>	2023
<a href="#">Path Of Life</a>	WA	\$239,938	Executive Di	\$67,725	<b>\$57,060</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	<b>109</b> organizations. Compensation range \$2,226–\$180,835; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$255,487); for reference, expenses \$255,866 and assets \$31,557.
ROLE MATCH	Tashmica Torok, reported title " <i>CO-DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	48 <sup>th</sup>
All sources (D + E + F), adjusted	44 <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 (Tashmica Torok) 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 109 similarly situated organizations (Same NTEE sector (F60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,776 is reasonable (approximately the 45<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 9, 2026.