

# Elk Institute For Psychological

Executive Director / CEO

EIN 464359660

FL · NTEE F60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carrie A Elk, Executive Director / CEO** (\$51,894) against **every comparable organization** that fit the selection criteria — **93** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Carrie A Elk — reported title “EXECUTIVE DI”, 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 \$50,907 and \$113,971 — 0.67x to 1.50x the subject's \$75,981 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**93** organizations qualified on sector, size, and geography

→ **93** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,062	\$13,013	\$25,851	\$48,383	\$70,927	\$51,894
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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 FL 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="#">New Milestones Foundation Inc</a>	TX	\$76,503	Ceo	\$29,658	<b>\$30,674</b>	2024
<a href="#">Tarc Foundation</a>	KS	\$75,259	Executive Director	\$23,113	<b>\$25,818</b>	2024
<a href="#">Dream Works Inc</a>	NC	\$76,982	Executive Director	\$8,929	<b>\$9,293</b>	2025
<a href="#">Leaf411</a>	CO	\$73,907	Executive Di	\$8,500	<b>\$8,427</b>	2024
<a href="#">One More Moment Inc</a>	AL	\$73,872	President	\$1,000	<b>\$1,117</b>	2024
<a href="#">East Pittsburgh Commons Inc</a>	PA	\$73,506	President & Ceo	\$5,667	<b>\$5,843</b>	2024
<a href="#">Lakes Area Community Coalition</a>	MI	\$73,345	President	\$22,900	<b>\$24,439</b>	2024
<a href="#">New Life House Inc</a>	OK	\$72,864	Key Employee	\$24,241	<b>\$26,888</b>	2025
<a href="#">New Strides Inc</a>	NY	\$79,531	Executive Dir.	\$11,129	<b>\$10,398</b>	2024
<a href="#">Southlake Center Residential Inc</a>	IN	\$71,939	Ex-officio & Regional Ceo	\$63,183	<b>\$70,927</b>	2023
<a href="#">Hope Christian Center Inc</a>	NY	\$80,233	Administrati	\$13,929	<b>\$13,013</b>	2024
<a href="#">Friends Of Youth Foundation</a>	WA	\$71,511	President & Ceo	\$10,775	<b>\$9,717</b>	2025
<a href="#">Westside Community Residence Inc</a>	NY	\$70,315	Ceo	\$18,651	<b>\$17,940</b>	2023
<a href="#">Anonymous Alliance Of Charitable Organizations Inc (Aaco)</a>	TX	\$81,698	Director, President & Treasurer	\$45,500	<b>\$48,449</b>	2023
<a href="#">William Glasser International Inc</a>	IL	\$81,888	Executive Director	\$24,800	<b>\$25,953</b>	2023
<a href="#">Dance With Todd Inc</a>	FL	\$81,981	Executive Director And Board Memeber	\$48,000	<b>\$48,000</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Woolard Homes Inc</a>	MD	\$82,272	President	\$20,272	<b>\$20,175</b>	2023
<a href="#">Castor Housing Development Corporation</a>	PA	\$82,752	Director Of Construction	\$13,787	<b>\$14,635</b>	2023
<a href="#">Access Foundation Of Kansas</a>	KS	\$82,833	President	\$18,690	<b>\$20,877</b>	2024
<a href="#">Single Parent In Need Foundation</a>	CA	\$83,615	President, Director	\$78,133	<b>\$71,819</b>	2023
<a href="#">Deep Healing Ministries Of Atlanta Inc</a>	GA	\$68,319	President	\$49,559	<b>\$53,044</b>	2023
<a href="#">Community Transformation Partners</a>	IN	\$68,033	President	\$45,000	<b>\$49,066</b>	2024
<a href="#">Paradise Life Resource Team</a>	CA	\$67,854	Chairman	\$7,600	<b>\$6,785</b>	2024
<a href="#">Esperance Homes Inc</a>	MD	\$67,788	President	\$20,272	<b>\$20,175</b>	2023
<a href="#">Mack Alive</a>	MI	\$84,506	Executive Director	\$15,000	<b>\$16,008</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	93 organizations. Compensation range \$1,117–\$304,544; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$75,981); for reference, expenses \$76,964 and assets \$25,037.
ROLE MATCH	Carrie A Elk, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	43 <sup>rd</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 (Carrie A Elk) 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 93 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$51,894 is reasonable (approximately the 78<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.