

# Crossroads Inc

Executive Director / CEO

EIN 731447897  
 OK · NTEE F300  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Rose Weller, Executive Director / CEO** (\$65,000) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71<sup>st</sup>** percentile of comparable organizations

within the typical range

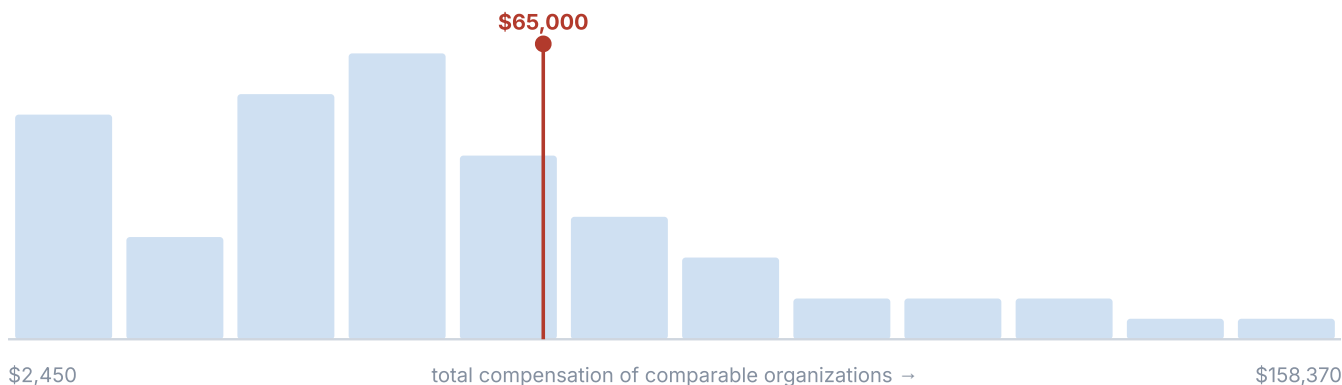
**Benchmarked executive:** Rose Weller — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F300).
BUDGET	Total revenue between \$172,606 and \$386,431 — 0.67x to 1.50x the subject's \$257,621 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F30), nationwide + budget 0.67–1.5x revenue.

**69** organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,947	\$29,132	\$46,619	\$67,508	\$94,190	\$65,000
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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 OK 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="#">Healing Arts Project Inc</a>	TN	\$257,976	Executive Director	\$48,780	<b>\$46,565</b>	2024
<a href="#">Pals For Healing</a>	OH	\$256,948	Executive Di	\$38,500	<b>\$37,032</b>	2024
<a href="#">Champions For Children's Mental Health</a>	DE	\$255,744	Executive Director	\$100,121	<b>\$91,659</b>	2023
<a href="#">Tina Huseth Counseling</a>	TX	\$260,979	President	\$47,100	<b>\$42,787</b>	2024
<a href="#">Recovery-hub Inc</a>	NJ	\$261,461	President & Ceo	\$90,000	<b>\$75,130</b>	2023
<a href="#">Gabby's Ladder Inc</a>	MI	\$262,607	Executive Di	\$53,550	<b>\$51,679</b>	2023
<a href="#">Valley Community Counseling Clinic</a>	CA	\$264,041	Pres And Exec D	\$31,459	<b>\$24,670</b>	2024
<a href="#">Nami Of Richland County Ohio</a>	OH	\$264,447	Executive Dir.	\$65,230	<b>\$61,126</b>	2025
<a href="#">The Speedy Foundation Inc</a>	ID	\$250,333	Executive Director	\$77,000	<b>\$74,388</b>	2024
<a href="#">Strong Partners In Health</a>	OR	\$250,000	Managing Director	\$22,888	<b>\$19,873</b>	2023
<a href="#">Our Daily Gnome Creative Arts Center Of Chesapeake</a>	VA	\$249,365	President	\$2,714	<b>\$2,450</b>	2023
<a href="#">Merakey Youth Services</a>	PA	\$249,352	President/ceo	\$55,952	<b>\$52,169</b>	2023
<a href="#">Linden Lodge Foundation</a>	NC	\$266,266	Executive Di	\$28,445	<b>\$27,480</b>	2023
<a href="#">Crested Butte State Of Mind</a>	CO	\$247,597	Executive Director	\$63,135	<b>\$56,603</b>	2023
<a href="#">Equiteam Support Services</a>	PA	\$269,287	Executive Director	\$121,541	<b>\$110,073</b>	2024
<a href="#">Dreavita Counseling Coaching And Consulting Inc</a>	DE	\$245,854	Founder	\$157,570	<b>\$140,115</b>	2024
<a href="#">Penquis Mental Health Association</a>	ME	\$270,417	Chief Executive Officer	\$34,929	<b>\$31,763</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mental Health Programs Inc V</a>	MA	\$240,219	President	\$12,032	<b>\$9,566</b>	2025
<a href="#">The Samaritan Counseling Center Of</a>	GA	\$238,356	Executive Di	\$90,025	<b>\$82,205</b>	2024
<a href="#">Community Improvement Associates</a>	NH	\$235,476	Employee Representative	\$33,500	<b>\$28,092</b>	2024
<a href="#">Teton Valley Mental Health</a>	ID	\$233,570	Executive Di	\$72,659	<b>\$70,195</b>	2024
<a href="#">New Mexico Association For Infant Mental Health</a>	NM	\$281,850	Executive Director	\$31,720	<b>\$30,983</b>	2024
<a href="#">Papillion Center Inc</a>	KY	\$282,268	Executive Director	\$88,463	<b>\$86,313</b>	2024
<a href="#">The Mental And Emotional Resource Center</a>	TN	\$283,071	Executive Dir	\$29,423	<b>\$28,917</b>	2023
<a href="#">Fresh Start Clubhouse Inc</a>	MI	\$283,567	Executive Di	\$66,908	<b>\$62,717</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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** 69 organizations. Compensation range \$2,450–\$158,370; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$257,621); for reference, expenses \$389,628 and assets \$1,149,047. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Rose Weller, reported title *"Executive Dir."*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 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	71 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	71 <sup>st</sup>
All sources (D + E + F), adjusted	64 <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 (Rose Weller) 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 69 similarly situated organizations (Same NTEE sector (F30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,000 is reasonable (approximately the 71<sup>st</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.