

Stafford House

Executive Director / CEO

EIN 800235397

MI · NTEE I31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lendon Crosby, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **288** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Lendon Crosby — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (I31).
BUDGET	Total revenue between \$129,046 and \$288,910 — 0.67x to 1.50x the subject's \$192,607 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (I), nationwide + budget 0.67–1.5x revenue.

288 organizations qualified on sector, size, and geography → **288** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,976	\$34,055	\$50,881	\$70,759	\$91,550	\$10,000
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 7TH
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\$10,000



■ 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
Kymari House Inc	TN	\$192,591	Exec Director	\$45,000	\$44,512	2024
Indiana Justice Project Inc	IN	\$192,835	Executive Director	\$81,400	\$80,780	2024
Fresh Start Inc	CO	\$192,131	Executive Di	\$42,998	\$39,945	2023
Rebound Of Whatcom County	WA	\$191,583	Executive Director	\$76,830	\$66,643	2023
Heart Of Clay	MN	\$191,134	Mens Coordinator	\$56,240	\$53,840	2023
Stanly County Juvenile Restitution	NC	\$190,578	Executive Di	\$74,610	\$70,676	2025
Englewood First Responders	IL	\$190,347	President	\$34,545	\$32,903	2023
Maricopa County Bar Foundation	AZ	\$190,092	Executive Director	\$3,528	\$3,193	2024
Guardians Of Our Children Inc	NY	\$189,936	Director	\$45,500	\$38,691	2024
Santa Barbara County Sheriff's	CA	\$195,537	Secretary	\$7,772	\$6,502	2023
Legal Aid Foundation Of Western	OH	\$188,633	Interim Executive Director	\$26,821	\$27,522	2023
A Curiae	CA	\$188,238	President	\$89,512	\$74,885	2023
Westmoreland Bar Foundation	PA	\$187,803	Executive Director/secretary	\$4,800	\$4,504	2024
Iowa Chapter Of Children's Advocacy Centers	IA	\$197,506	Executive Director	\$31,250	\$31,369	2025
Community Youth Athletic Center	CA	\$198,373	President/exec. Dir.	\$72,500	\$58,913	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ekolu Mea Nui	HI	\$198,570	President	\$23,444	\$20,335	2023
Montgomery Bar Foundation	PA	\$186,570	Executive Director	\$10,368	\$9,730	2024
Weed & Seed Hawaii Inc	HI	\$186,168	Executive Director	\$105,000	\$91,077	2023
Minnesota Dare Inc	MN	\$185,919	Executive Director	\$91,192	\$84,795	2024
Compass Immigration Legal Services	PA	\$199,376	President	\$5,925	\$5,560	2024
Stand Up For Victims Inc	CA	\$200,000	President	\$112,500	\$91,416	2024
Equality Legal Action Fund	NE	\$200,000	Chairman	\$10,000	\$10,420	2023
Second Look Alliance	LA	\$200,000	Director	\$91,500	\$97,614	2023
Pulaski County Friends Of Casa Inc	AR	\$185,175	Executive Dir.	\$61,407	\$64,954	2024
Southeast Nebraska Casa	NE	\$185,002	Executive Director	\$50,000	\$52,102	2023

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.

■ Sample, role match & sensitivity

PEER COUNT	288 organizations. Compensation range \$9–\$382,843; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$192,607); for reference, expenses \$98,170 and assets \$101,608. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Lendon Crosby, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 18 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	6 th

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 (Lendon Crosby) 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 288 similarly situated organizations (Same NTEE major group (I), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 7th 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.