

# Empower Me

Executive Director / CEO

EIN 820643191  
 MO · NTEE P20  
 FY ending 2025-02-28  
 June 9, 2026

This analysis benchmarks the total compensation of **Kaleta Crisp, Executive Director / CEO** (\$76,500) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

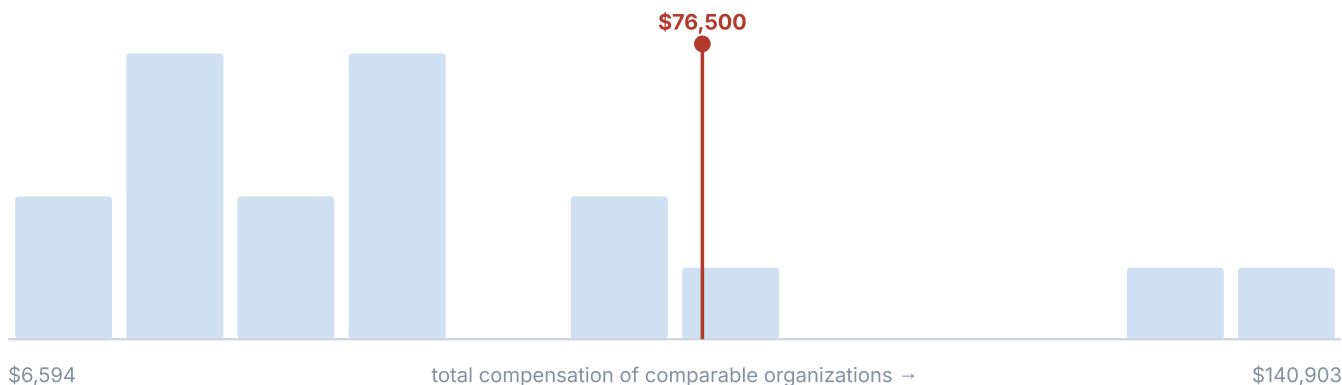
**Benchmarked executive:** Kaleta Crisp — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

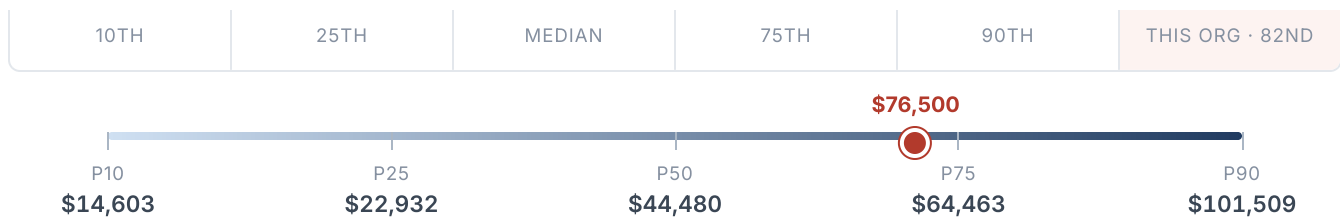
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$139,345 and \$311,968 — 0.67x to 1.50x the subject's \$207,979 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MO + budget 0.67–1.5x revenue.

**17** organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,603	\$22,932	\$44,480	\$64,463	\$101,509	\$76,500
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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 MO 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="#">Finding The Family</a>	MO	\$195,422	Board Member	\$47,724	<b>\$48,987</b>	2024
<a href="#">Dixon Area Caring Center Inc</a>	MO	\$227,614	Manager Of Center	\$19,160	<b>\$19,667</b>	2024
<a href="#">Mama Nyumba</a>	MO	\$183,513	President & Ceo	\$19,685	<b>\$20,803</b>	2023
<a href="#">Our Lady Of Perpetual Help Inc</a>	MO	\$182,366	Director	\$6,240	<b>\$6,594</b>	2023
<a href="#">Porch Initiative</a>	MO	\$180,235	Executive Dir.	\$82,500	<b>\$84,683</b>	2024
<a href="#">Lazarus Ministries Kc</a>	MO	\$235,818	Execive Director	\$61,000	<b>\$64,463</b>	2023
<a href="#">Good Journey Development Foundation</a>	MO	\$236,159	Executive Director	\$68,407	<b>\$70,217</b>	2024
<a href="#">Birthstone Corporation</a>	MO	\$179,523	Assistant Treasurer	\$27,966	<b>\$29,554</b>	2023
<a href="#">David Woods Kemper Veterans Foundation</a>	MO	\$176,768	Executive Director/trustee	\$133,333	<b>\$140,903</b>	2023
<a href="#">Awl Foundation</a>	MO	\$174,601	Executive Di	\$33,756	<b>\$34,649</b>	2024
<a href="#">Crusaders For The Cross</a>	MO	\$244,850	Secretary	\$6,630	<b>\$7,006</b>	2023
<a href="#">Troy Dream Center Inc</a>	MO	\$167,207	Director Of The Troy Dream Center	\$45,000	<b>\$46,191</b>	2024
<a href="#">Charlottes Community Outreach</a>	MO	\$253,986	Executive Director	\$123,482	<b>\$126,749</b>	2024
<a href="#">Rk Missions</a>	MO	\$284,515	Director	\$27,700	<b>\$28,433</b>	2024
<a href="#">Dads Against Crime Inc</a>	MO	\$294,829	President	\$43,333	<b>\$44,480</b>	2024
<a href="#">Springs Of Living Water</a>	MO	\$300,744	Founder	\$50,000	<b>\$50,000</b>	2025
<a href="#">Whosoever Mv Inc</a>	MO	\$310,329	Men's Director	\$21,700	<b>\$22,932</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO cost of living and 2025 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 MO 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

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PEER COUNT	17 organizations. Compensation range \$6,594–\$140,903; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$207,979); for reference, expenses \$207,122 and assets \$5,591.
ROLE MATCH	Kaleta Crisp, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	82 <sup>nd</sup>
All sources (D + E + F), adjusted	76 <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

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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 (Kaleta Crisp) 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 17 similarly situated organizations (Same NTEE sector (P20) + MO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,500 is reasonable (approximately the 82<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.