

# Tdc Kids Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Toni Creswell, Executive Director / CEO** (\$54,612) against **every comparable organization** that fit the selection criteria — **1076** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

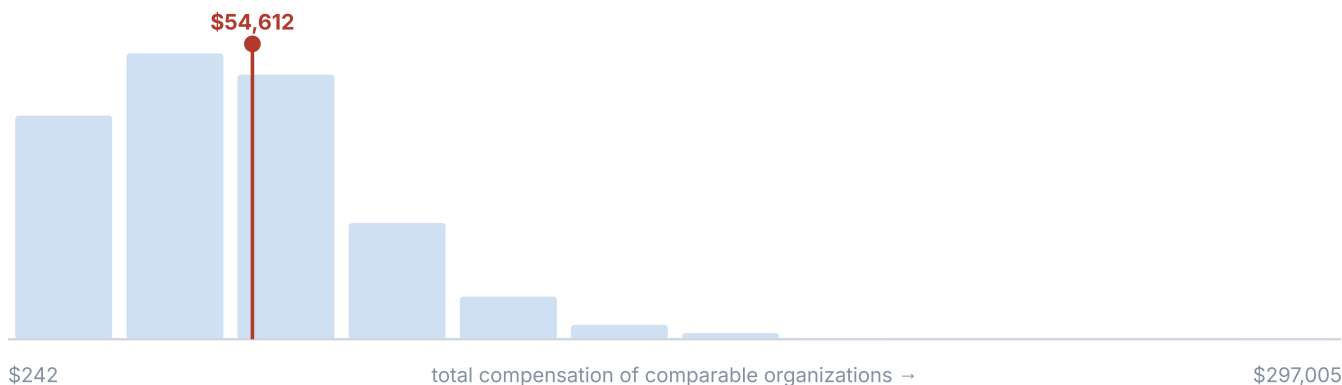
**Benchmarked executive:** Toni Creswell — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$213,676 and \$478,380 — 0.67x to 1.50x the subject's \$318,920 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**1,076** organizations qualified on sector, size, and geography → **1,076** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,714	\$26,643	\$47,259	\$67,387	\$87,964	\$54,612
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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="#">College Autism Network Inc</a>	CT	\$318,885	Executive Director	\$98,500	<b>\$83,872</b>	2024
<a href="#">West Orange Dream Center Inc</a>	FL	\$319,025	Director	\$43,400	<b>\$38,120</b>	2023
<a href="#">A Place-2-live Inc</a>	CA	\$318,740	Executive Dir.	\$70,080	<b>\$54,956</b>	2024
<a href="#">Pianos For Peace Inc</a>	GA	\$319,147	Executive Director	\$20,000	<b>\$17,791</b>	2025
<a href="#">United Church Residences Of Moundsville</a>	OH	\$319,422	Treasurer	\$50,772	<b>\$48,836</b>	2024
<a href="#">Operation Ramp It Up For Veterans</a>	OH	\$318,394	Executive Dir.	\$22,000	<b>\$21,161</b>	2024
<a href="#">Hope Ministries International</a>	OH	\$319,526	Pres	\$28,000	<b>\$26,932</b>	2024
<a href="#">Welcome To A New Life</a>	OH	\$318,256	Executive Di	\$57,339	<b>\$56,782</b>	2023
<a href="#">Burkburnett Grace Ministries Inc</a>	TX	\$319,588	Executive Di	\$13,000	<b>\$11,810</b>	2024
<a href="#">One Place</a>	NC	\$319,653	President	\$10,797	<b>\$10,431</b>	2023
<a href="#">Catholic Charities Foundation 61885016</a>	WA	\$318,166	Executive Director	\$26,446	<b>\$21,503</b>	2024
<a href="#">West Africa Leadership And Youth</a>	WI	\$319,766	President	\$72,500	<b>\$66,989</b>	2025
<a href="#">Unite Inc</a>	AL	\$318,018	Executive Director	\$33,830	<b>\$33,191</b>	2024
<a href="#">New Mexico Aids Services Inc</a>	NM	\$319,899	President	\$4,876	<b>\$4,903</b>	2023
<a href="#">Piedmont Environmental Alliance Inc</a>	NC	\$320,119	Exeutive Director	\$62,500	<b>\$58,648</b>	2024
<a href="#">Lakes Life Care Center Inc</a>	MN	\$317,595	Director	\$10,800	<b>\$9,691</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Shepherd's Hand</a>	CO	\$317,468	Former Executive Director	\$65,625	<b>\$57,147</b>	2024
<a href="#">Ihope Together Inc</a>	WI	\$317,432	Executive Director	\$98,326	<b>\$90,853</b>	2025
<a href="#">Hilltop Urban Gardens</a>	WA	\$320,448	Board Member	\$61,294	<b>\$49,837</b>	2024
<a href="#">Amaana Disability Community Resource</a>	LA	\$317,109	Executive Dir.	\$46,800	<b>\$46,800</b>	2024
<a href="#">The Lucas Project</a>	MI	\$317,067	Executive Di	\$48,000	<b>\$46,323</b>	2023
<a href="#">The Bridge Of Storm Lake</a>	IA	\$321,012	Chief Executive Officer	\$36,356	<b>\$36,151</b>	2024
<a href="#">Micah 6 Of Austin Texas</a>	TX	\$321,238	Executive Director	\$62,316	<b>\$58,283</b>	2023
<a href="#">Seeds Of Hope Homes Inc</a>	CA	\$316,591	President	\$32,400	<b>\$25,408</b>	2024
<a href="#">The Alliance For Commercialization</a>	TX	\$321,267	Founder	\$122,675	<b>\$111,442</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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>1076</b> organizations. Compensation range \$242–\$297,005; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$318,920); for reference, expenses \$316,907 and assets \$2,522.
ROLE MATCH	Toni Creswell, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 22 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	61 <sup>st</sup>
All sources (D + E + F), adjusted	56 <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 (Toni Creswell) 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 1076 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,612 is reasonable (approximately the 59<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.