

Madison Ave - Crossroads Community

Executive Director / CEO

EIN 223575823
 NJ · NTEE S20M
 FY ending 2024-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Thomas Henion, Executive Director / CEO** (\$97,183) against **every comparable organization** that fit the selection criteria — **319** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

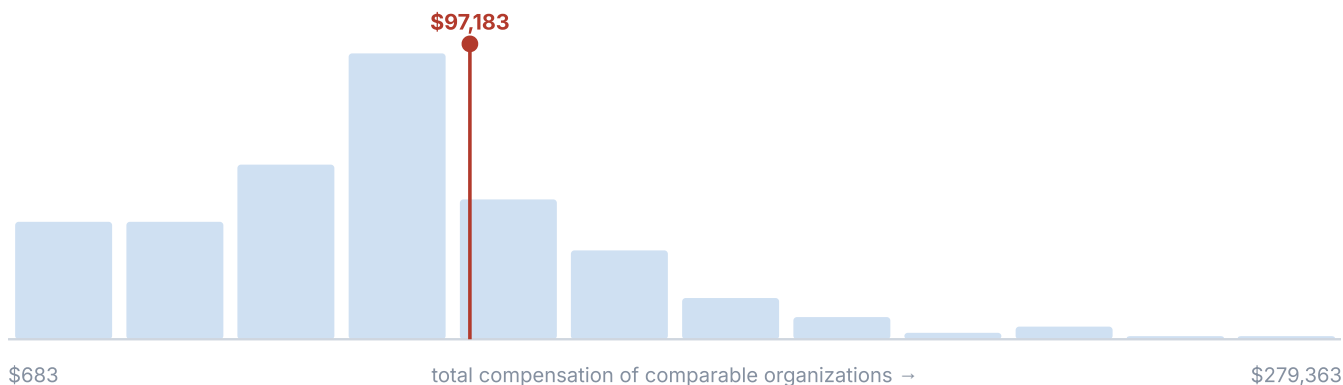
Benchmarked executive: Thomas Henion — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20M).
BUDGET	Total revenue between \$299,371 and \$670,234 — 0.67x to 1.50x the subject's \$446,823 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

319 organizations qualified on sector, size, and geography → **319** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,873	\$51,439	\$77,848	\$100,859	\$136,697	\$97,183
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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 NJ 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
Sabana Grande Community And Economic Development	PR	\$447,371	President	\$66,800	\$68,773	2023
Neighborhood Conservation Services	OH	\$446,181	Exec Dir	\$59,246	\$72,358	2023
Staten Island Immigrant Center	NY	\$445,062	Executive Director	\$66,167	\$66,966	2024
Integrative Communities Inc	CA	\$449,798	—	\$72,572	\$70,187	2024
Catholic Community Relations	NY	\$450,000	Executive Director	\$276,028	\$279,363	2024
360 Detroit Inc	MI	\$442,089	President	\$70,004	\$80,928	2024
West Virginia Land Stewardship	WV	\$442,083	Executive Director	\$50,000	\$62,426	2023
Fw4k Enterprise Inc	FL	\$452,226	Executive Director	\$72,000	\$75,757	2024
Next Step Learning Center Inc	CA	\$453,357	Board President	\$150,000	\$145,071	2024
Woodhaven District Management	NY	\$454,160	Executive Dir.	\$65,772	\$66,567	2024
Yamhill Enrichment Society	OR	\$439,415	Secretary	\$14,850	\$15,902	2023
Navigating From Good To Great Foundation	SC	\$454,288	Ceo	\$20,683	\$24,167	2024
Lumber City Development Corporation	NY	\$439,247	Executive Director	\$14,400	\$14,574	2024
The 516 Project Inc	VA	\$456,330	President	\$76,650	\$82,892	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
San Ysidro Improvement Corporation	CA	\$456,534	Executive Director	\$115,074	\$114,580	2023
Wellfleet Preservation Hall Inc	MA	\$456,639	Executive Di	\$92,000	\$92,595	2024
Conway Downtown Alive Inc	SC	\$457,137	Executive Director	\$73,363	\$85,721	2024
Community Main Street Inc	IA	\$435,786	Executive Director	\$58,601	\$71,865	2024
Pointhope Inc	WA	\$435,733	Executive Director	\$47,833	\$49,382	2023
100 Black Men Greater Mobile Inc	AL	\$458,808	Executive Director	\$50,995	\$61,704	2024
Riverfront Plaza Garage Management	NJ	\$459,223	President	\$33,427	\$34,414	2023
Opal	OR	\$434,343	Co-executive Director	\$115,981	\$124,197	2023
Downtown Mansfield Inc	OH	\$433,938	Executive Di	\$67,784	\$82,785	2023
Neighborhood Engagement Hub	MI	\$460,324	Executive Director	\$77,599	\$89,708	2024
Community Chest Of Knox Co Inc	TN	\$461,949	President	\$6,000	\$7,064	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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 **319** organizations. Compensation range \$683–\$279,363; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$446,823); for reference, expenses \$503,905 and assets \$2,232,119.
ROLE MATCH	Thomas Henion, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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 st
Total compensation (D + F), as reported (no adjustments)	76 th
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	66 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 (Thomas Henion) 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 319 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$97,183 is reasonable (approximately the 71st 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.