

Crossroads Outreach Ministries Inc

Executive Director / CEO

EIN 264700099

MS · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Vicki Demoney, Executive Director / CEO** (\$68,300) against **every comparable organization** that fit the selection criteria — **1072** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

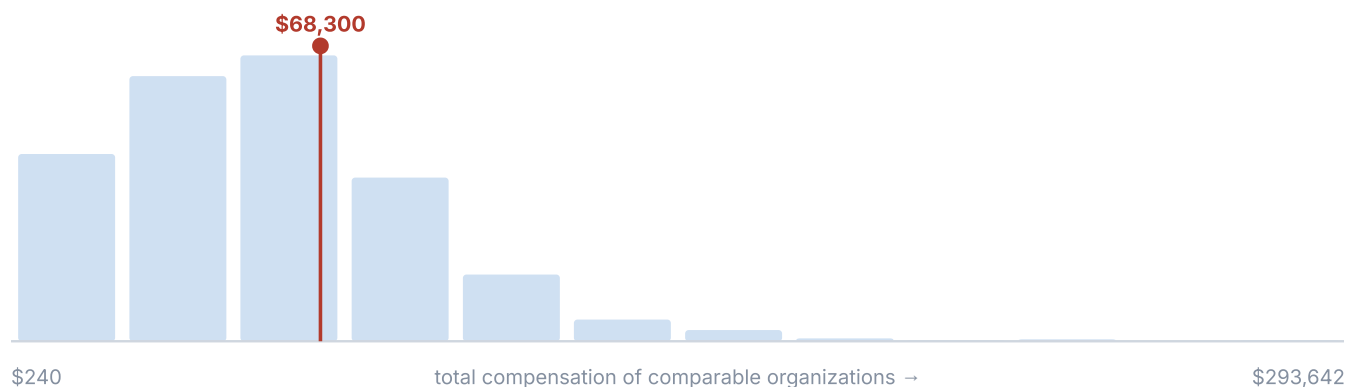
Benchmarked executive: Vicki Demoney — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$275,421 and \$616,615 — 0.67x to 1.50x the subject's \$411,077 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

1,072 organizations qualified on sector, size, and geography → **1,072** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,942	\$31,693	\$52,048	\$75,135	\$98,670	\$68,300
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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 MS 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
The Bay Area Mural Program Inc	CA	\$411,111	Executive Di	\$137,705	\$109,917	2023
Unbridled Spirit 7	WA	\$411,014	Executive Director	\$72,002	\$57,880	2024
The Commons Center For Food Security & Sustainability	NM	\$410,792	Executive Director	\$38,368	\$37,052	2024
Brothers Empowered	MN	\$410,701	Executive Director And Board Chair	\$65,000	\$59,371	2023
Community Of Hope	MO	\$411,572	Executive Director	\$149,998	\$146,859	2023
Assuaged Foundation Inc	CA	\$411,679	Vice President	\$3,150	\$2,442	2024
Aging In Pace Washington	WA	\$411,837	President	\$30,263	\$24,327	2024
Kids First Family Services	NV	\$410,279	Executive Director	\$48,100	\$44,569	2023
Confident Sole	MI	\$411,963	Executive Di	\$90,000	\$83,408	2024
Assist Indiana Inc	IN	\$410,156	Executive Director	\$41,434	\$39,232	2024
Dream Center Inc	OK	\$409,937	Executive Director	\$32,730	\$32,359	2024
Rightpath Health Screenings	AZ	\$412,228	President/ceo	\$99,840	\$88,758	2023
Chicktech	OR	\$409,630	Executive Director	\$79,512	\$66,298	2024
Rooted In Grace & Love Inc	NC	\$409,621	Executive Di	\$64,176	\$59,538	2024
Sciboston Inc	MA	\$409,561	Executive Di	\$89,954	\$70,707	2025
Life Relaunch Inc	FL	\$409,546	President/director	\$76,240	\$66,206	2023
Big Island Mediation	HI	\$409,192	Executive Di	\$58,891	\$47,341	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sisterhood Of Salaam Shalom	NJ	\$409,192	Executive Dir.	\$100,000	\$82,533	2023
Rainbow Cafe Lgbtg Center	IL	\$409,133	Executive Director (Former)	\$60,000	\$52,963	2024
Women In Circle Inc	KY	\$413,438	Executive Director	\$42,000	\$40,515	2024
Lamorinda Village Inc	CA	\$408,442	Executive Director	\$87,800	\$68,072	2024
Jambos Inc	GA	\$408,395	Ceopresident	\$84,196	\$76,011	2024
Winstonnet Inc	NC	\$408,371	Executive Director	\$86,107	\$82,244	2023
Agudath Israel Of Ohio Inc	OH	\$413,942	Executive Director	\$167,844	\$164,331	2023
3e Restoration Inc	VA	\$407,920	Executive Director	\$40,000	\$35,701	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	1072 organizations. Compensation range \$240–\$293,642; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$411,077); for reference, expenses \$561,768 and assets \$521,326.
ROLE MATCH	Vicki Demoney, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	69 th
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	72 nd
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 (Vicki Demoney) 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 1072 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,300 is reasonable (approximately the 69th 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.