

Danville Boyle County Development

Executive Director / CEO

EIN 311523317

KY · NTEE S43Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Terry Crowley, Executive Director / CEO** (\$29,583) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Terry Crowley — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

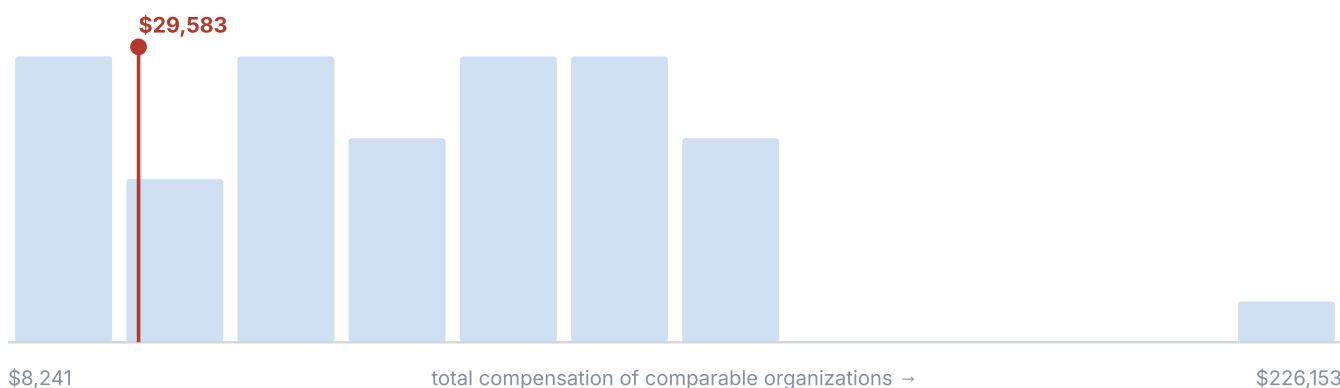
SECTOR Organizations sharing the subject's NTEE classification (S43Z).

BUDGET Total revenue between \$234,346 and \$524,656 — 0.67x to 1.50x the subject's \$349,771 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S43), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$18,221	\$40,311	\$71,723	\$101,703	\$122,771	\$29,583
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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 KY 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
Tolani Lake Enterprises Inc	AZ	\$345,199	Executive Director	\$53,820	\$46,795	2024
Rockford Area Strategic Initiatives	IL	\$358,096	Director	\$13,565	\$12,057	2024
Startupaz Foundation	AZ	\$359,966	President Executive Dir Thru 01/2024	\$136,843	\$118,981	2024
Nonprofit Solutions	CA	\$361,828	Executive Director	\$89,238	\$71,723	2023
Womens Venture Fund Inc	NY	\$366,243	President & Ceo	\$159,200	\$130,058	2024
Growco Columbia Inc	SC	\$367,881	Executive Director	\$101,778	\$95,994	2024
Iowa Center Loan Fund	IA	\$369,185	President	\$9,756	\$9,409	2025
The Warehouse Business Accelerator	CO	\$370,791	Executive Dir.	\$80,032	\$71,429	2023
Niche Inc	IN	\$322,461	Executive Director	\$120,000	\$111,459	2025
Black Wall Street Business Center	OK	\$379,211	President & Ceo	\$19,500	\$19,413	2024
Madison Village For Advanced	GA	\$380,784	Executive Dir.	\$29,167	\$26,514	2024
Adventist Health Policy Association	FL	\$381,710	President	\$16,962	\$14,832	2023
Commonwise Education Inc	NY	\$314,772	Executive Dir.	\$30,769	\$25,136	2024
The Biotechnology Incubator At Nymc Inc	NY	\$389,283	President, Ceo & Trustee	\$268,885	\$226,153	2023
Anti Entropy	TX	\$393,476	President	\$65,000	\$63,001	2022

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Union Uaw Local 1284	MI	\$393,983	President	\$8,831	\$8,241	2024
Cohabitat Foundation Inc	LA	\$304,436	Executive Director	\$65,000	\$66,619	2023
Eastern American Economic	NJ	\$406,656	President	\$98,670	\$79,646	2024
Ab Community Inc	NC	\$406,875	Executive Director	\$86,875	\$83,551	2023
Enterprise Development Corporation	MO	\$285,548	Executive Dir.	\$100,680	\$96,407	2024
Vida Mejor Capital Inc	NM	\$279,345	President	\$55,000	\$53,481	2024
Launch Inc	NC	\$278,208	Executive Di	\$111,779	\$101,726	2025
Alabama Capital Network Inc	AL	\$430,100	Executive Officer	\$114,000	\$114,633	2023
Kukolu	HI	\$435,911	Executive Dir.	\$125,462	\$101,553	2024
Family Business Network Usa	FL	\$261,078	Executive Director	\$66,000	\$56,054	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 43 organizations. Compensation range \$8,241–\$226,153; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$349,771); for reference, expenses \$365,322 and assets \$426,749.

ROLE MATCH Terry Crowley, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 4 peers 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	19 th
Total compensation (D + F), as reported (no adjustments)	16 th
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	12 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 (Terry Crowley) 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 43 similarly situated organizations (Same NTEE sector (S43), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,583 is reasonable (approximately the 19th 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.