

The Community Service Center Of Northern Champaign County Inc

Executive Director / CEO

EIN 370950247
 IL · NTEE P28Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Cindy Crawford, Executive Director / CEO** (\$62,118) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

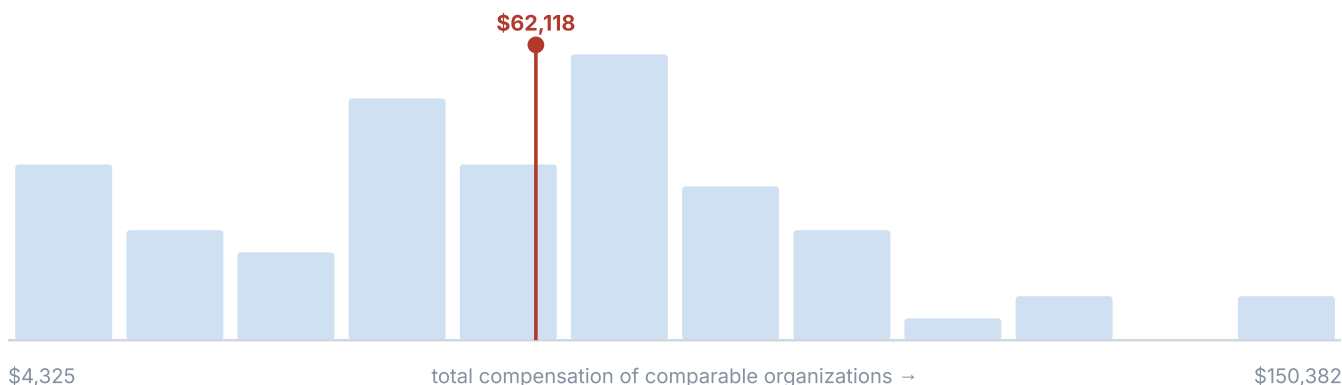
Benchmarked executive: Cindy Crawford — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P28Z).
BUDGET	Total revenue between \$311,130 and \$696,561 — 0.67x to 1.50x the subject's \$464,374 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P28), nationwide + budget 0.67–1.5x revenue.

66 organizations qualified on sector, size, and geography → **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,435 10TH	\$40,058 25TH	\$57,081 MEDIAN	\$76,788 75TH	\$95,398 90TH	\$62,118 THIS ORG · 55TH
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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 IL 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
East Cleveland Neighborhood Center	OH	\$464,074	Exec Directo	\$65,000	\$72,096	2023
The Center	IA	\$462,932	Director	\$45,799	\$51,008	2024
O'gorman Garden Inc	NY	\$460,899	Head Of Scho	\$73,500	\$69,553	2023
Grace Mission Inc	NE	\$453,159	General Dire	\$74,758	\$84,203	2023
Kidz Dreamz Klub	NC	\$449,084	Executive Director	\$17,082	\$18,484	2023
Dysart Community Center	AZ	\$480,569	Executive Director	\$68,250	\$68,737	2023
Yamhill Carlton Together Cares Inc	OR	\$446,053	Executive Dir.	\$49,985	\$47,216	2024
Macedonia Family Resource Center I	NC	\$445,984	Executive Di	\$85,377	\$89,732	2024
Trinity Village Center	VA	\$483,251	Executive Di	\$70,000	\$70,780	2023
Westside Community Center	PA	\$485,544	Executive Di	\$86,035	\$87,270	2024
Simply The Basics	CA	\$443,088	President	\$104,638	\$89,538	2025
United Christian Ministries Inc	PA	\$440,856	Secretary/treasurer	\$14,450	\$14,657	2024
Woodford County Heartline And Heart Hous	IL	\$437,445	Executive Director	\$54,908	\$54,908	2024
Girard Community Committee Inc	OH	\$434,669	Administrative Director	\$65,850	\$70,943	2024
Mary J Treglia Community House	IA	\$503,066	Executive Director	\$40,000	\$45,865	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Deposit Community Center Inc	NY	\$425,564	New. Executive Director	\$28,437	\$26,138	2024
Zion City Care Center Inc	AZ	\$503,388	Ceo	\$73,365	\$71,769	2024
East Bluff Community Center Nfp	IL	\$425,103	Exec Director	\$17,500	\$17,500	2024
Diaper Train	NC	\$423,201	Exec Directo	\$52,500	\$55,178	2024
Mission Resource Center Llc	CA	\$506,804	Ceo	\$42,802	\$38,705	2023
Palmyra Community Center	NY	\$421,460	Member	\$4,830	\$4,325	2025
George K Bowling Community	KY	\$518,035	Executive Director	\$70,877	\$77,456	2024
Grahamtown Team	NC	\$520,579	Executive Director	\$58,000	\$60,959	2024
Regional Engagement Center	PA	\$407,028	President	\$55,000	\$55,790	2024
Maricopa Community Alliance Against	AZ	\$399,475	Director	\$52,434	\$51,293	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 66 organizations. Compensation range \$4,325–\$150,382; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$464,374); for reference, expenses \$490,733 and assets \$671,399.

ROLE MATCH	Cindy Crawford, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	55 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	48 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 (Cindy Crawford) 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 66 similarly situated organizations (Same NTEE sector (P28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,118 is reasonable (approximately the 55th 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.