

Community Christian Family Life Cen

Executive Director / CEO

EIN 463885996

IL · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Wroblewski, Executive Director / CEO** (\$60,630) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

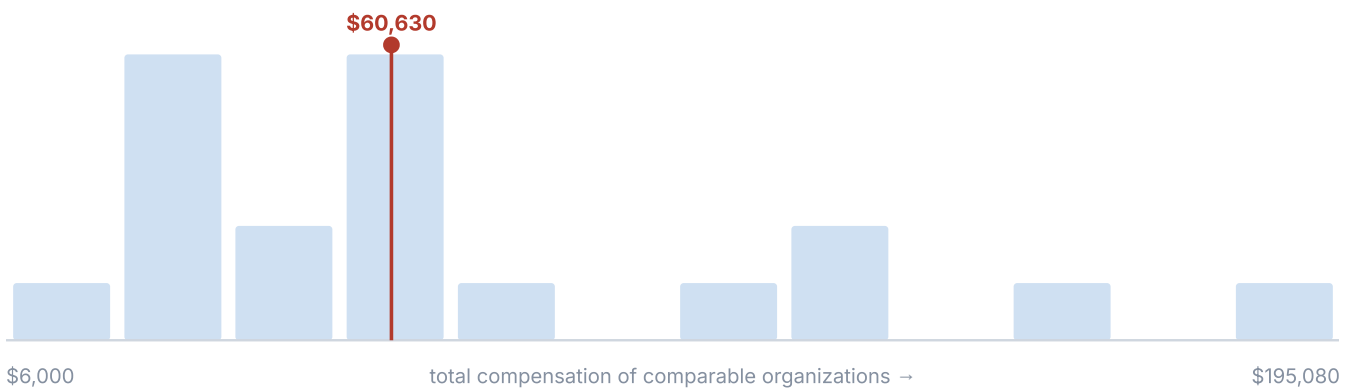
Benchmarked executive: Nancy Wroblewski — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X20).
BUDGET	Total revenue between \$321,631 and \$720,070 — 0.67x to 1.50x the subject's \$480,047 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20) + IL + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,854	\$37,276	\$60,000	\$87,201	\$131,952	\$60,630
----------	----------	----------	----------	-----------	----------



■ 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
Mosaic House Ministries	IL	\$509,576	Executive Director	\$35,613	\$35,613	2024
Global Impact Ministries And Outreach Association	IL	\$522,396	Board Of Directors	\$36,000	\$37,063	2023
Chicago Chinese Christian Missions	IL	\$409,420	Executive Director	\$57,529	\$59,228	2023
Global Intercultural Services	IL	\$407,749	President	\$43,750	\$43,750	2024
Tiffany Jordan Ministries	IL	\$399,108	President	\$66,000	\$66,000	2024
The Mission Of Cor Jesu	IL	\$386,186	President	\$30,333	\$31,229	2023
God Centered Life Ministries	IL	\$371,243	President Founding Director	\$62,078	\$63,912	2023
Police Chaplains Ministry Fund	IL	\$356,777	Fund Director	\$152,066	\$152,066	2024
Media Associates International Inc	IL	\$604,358	President (5/1/24-11/10/24)	\$105,164	\$102,453	2025
Believers Voice Network	IL	\$348,724	President	\$38,480	\$37,488	2025
Orchard Ministry Development	IL	\$347,560	Executive Director (Thru May 2024)	\$25,000	\$24,356	2025
Small World Connections Ministry	IL	\$347,534	Executive Director	\$69,884	\$71,948	2023
Keep Believing Ministries	IL	\$347,348	President Ceo, Director	\$195,080	\$195,080	2024
Nations Ablaze International	IL	\$342,634	President	\$60,000	\$60,000	2024
Coach Approach Ministries	IL	\$334,828	President	\$65,946	\$65,946	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Come International Baptist Ministries	IL	\$326,294	President & Ceo	\$6,000	\$6,000	2024
Lombard Mennonite Peace Center	IL	\$325,800	Executive Dir.	\$126,923	\$126,923	2024
Greenhouse In Paris Nfp	IL	\$325,542	Pres/chair	\$115,959	\$119,384	2023
Big Great Lakes	IL	\$322,609	Manager	\$49,374	\$50,832	2023

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	19 organizations. Compensation range \$6,000–\$195,080; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$480,047); for reference, expenses \$456,628 and assets \$570,296.
ROLE MATCH	Nancy Wroblewski, reported title " <i>DIRECTOR</i> ", 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	1 peer 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	53 rd
Total compensation (D + F), as reported (no adjustments)	53 rd
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	53 rd

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 (Nancy Wroblewski) 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 19 similarly situated organizations (Same NTEE sector (X20) + IL + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,630 is reasonable (approximately the 53rd 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.