

# Community Sustainability Enterprise Inc

Executive Director / CEO

EIN 473565827  
 GA · NTEE S30  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Deirdra Cox, Executive Director / CEO** (\$72,645) against **every comparable organization** that fit the selection criteria — **86** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77<sup>th</sup>** percentile of comparable organizations within the typical range

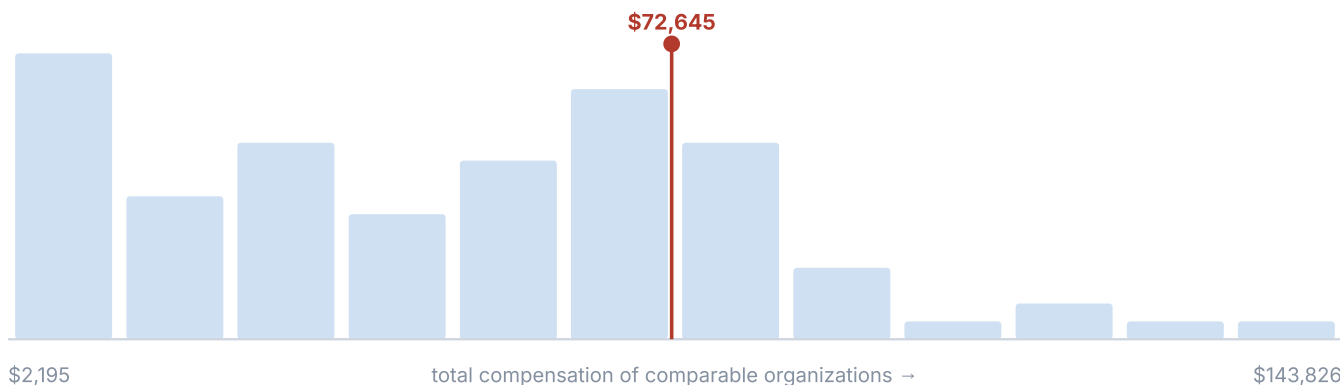
**Benchmarked executive:** Deirdra Cox — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S30).
BUDGET	Total revenue between \$108,406 and \$242,700 — 0.67x to 1.50x the subject's \$161,800 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S30), nationwide + budget 0.67–1.5x revenue.

**86** organizations qualified on sector, size, and geography → **86** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,796	\$21,284	\$49,985	\$70,919	\$85,817	\$72,645
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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 GA 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
<a href="#">Grundy Livingston Kankakee</a>	IL	\$162,110	Executive Di	\$74,849	<b>\$71,085</b>	2024
<a href="#">Richfield Tourism Promotion Board Inc</a>	MN	\$162,171	Executive Director	\$56,500	<b>\$53,931</b>	2024
<a href="#">Forward Brunswick Inc</a>	GA	\$164,154	Executive Director	\$80,500	<b>\$78,190</b>	2024
<a href="#">Vermillion Cultural Association</a>	SD	\$164,175	Executive Director	\$34,002	<b>\$36,250</b>	2024
<a href="#">North Central Enterprise Inc</a>	PA	\$156,183	Executive Director	\$9,175	<b>\$9,100</b>	2023
<a href="#">Lincoln County Economic</a>	WA	\$154,537	Executive Director	\$64,043	<b>\$53,961</b>	2025
<a href="#">Bricker Price Block Restoration Corporation</a>	IA	\$169,197	Executive Director	\$63,423	<b>\$67,083</b>	2024
<a href="#">Delaware Community Development Corporati</a>	DE	\$169,911	Executive Director	\$76,287	<b>\$74,290</b>	2023
<a href="#">Piedmont Triad Film Commission</a>	NC	\$153,193	Executive Director	\$84,498	<b>\$84,342</b>	2024
<a href="#">Downtown Hays Development Corporation</a>	KS	\$171,029	Executive Director	\$63,414	<b>\$68,135</b>	2023
<a href="#">Circular Philadelphia</a>	PA	\$173,164	Board Member	\$38,556	<b>\$38,240</b>	2023
<a href="#">The Foundation Of The Economic</a>	PA	\$149,605	President	\$23,734	<b>\$22,864</b>	2024
<a href="#">Retail Advancement Fund</a>	VA	\$175,000	President/ceo	\$21,211	<b>\$19,784</b>	2024
<a href="#">Sky City Initiative Inc</a>	TN	\$147,097	Executive Director	\$48,936	<b>\$51,158</b>	2023
<a href="#">Southeastern Vermont Economic</a>	VT	\$176,768	Executive Director	\$4,455	<b>\$4,460</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Rolla Regional Economic Commission</a>	MO	\$145,282	Executive Dir.	\$34,500	<b>\$36,342</b>	2023
<a href="#">California Urban Partnership</a>	CA	\$178,480	President & Ceo	\$82,000	<b>\$70,421</b>	2023
<a href="#">Wv Coalition For Technology Based</a>	WV	\$145,078	Chair/executive Director Part Year	\$78,500	<b>\$82,107</b>	2024
<a href="#">North Sioux City Economic</a>	SD	\$144,857	Executive Director	\$92,288	<b>\$101,297</b>	2023
<a href="#">Lincoln County Economic Development Corporation</a>	CO	\$178,950	Executive Director	\$80,000	<b>\$74,103</b>	2024
<a href="#">Mexicantown Community Development Corp</a>	MI	\$141,691	Executive Director	\$5,334	<b>\$5,319</b>	2024
<a href="#">Twin Cities Innovation Alliance</a>	MN	\$181,975	Founder Board Member	\$71,030	<b>\$66,053</b>	2025
<a href="#">Advance Shullsburg Inc</a>	WI	\$141,601	Director	\$10,633	<b>\$10,727</b>	2024
<a href="#">Development Research Corporation</a>	OH	\$141,374	President & Ceo	\$44,158	<b>\$46,515</b>	2023
<a href="#">Gallatin Valley Foundation For Economic</a>	MT	\$182,243	Executive Dir	\$12,546	<b>\$13,064</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 86 organizations. Compensation range \$2,195–\$143,826; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$161,800); for reference, expenses \$211,363 and assets \$25,964.

**ROLE MATCH** Deirdra Cox, reported title "*Executive Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	77 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	79 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</sup>

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 (Deirdra Cox) 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 86 similarly situated organizations (Same NTEE sector (S30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,645 is reasonable (approximately the 77<sup>th</sup> 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.