

# Crown Community Development Corporation Inc

Executive Director / CEO

EIN 474249299  
 IN · NTEE S20  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Richard Reynolds, Executive Director / CEO** (\$133,724) against **every comparable organization** that fit the selection criteria — **324** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

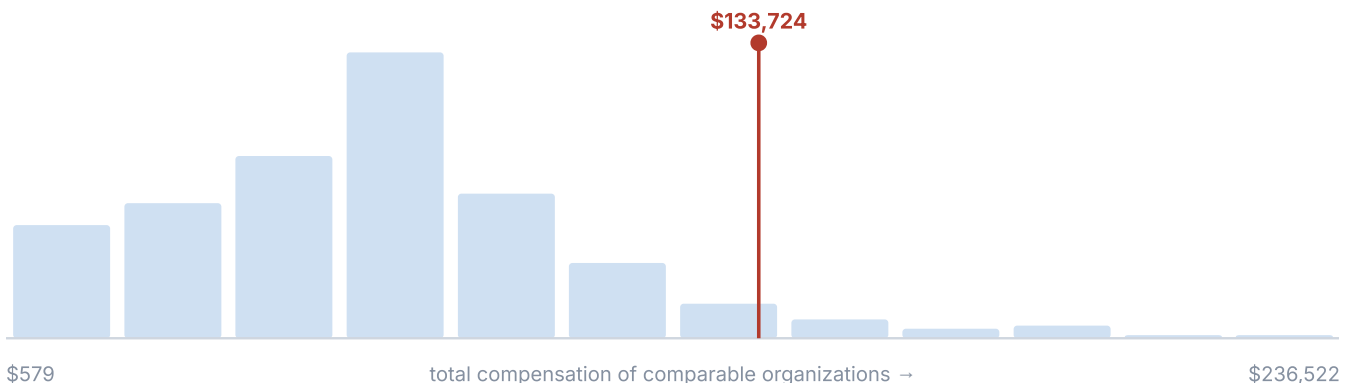
**Benchmarked executive:** Richard Reynolds — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$280,070 and \$627,022 — 0.67x to 1.50x the subject's \$418,015 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**324** organizations qualified on sector, size, and geography → **324** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$17,243</b> 10TH	<b>\$41,469</b> 25TH	<b>\$64,320</b> MEDIAN	<b>\$83,463</b> 75TH	<b>\$111,713</b> 90TH	<b>\$133,724</b> THIS ORG · 95TH
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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 IN 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="#">Shenango Valley Enterprise Zone</a>	PA	\$418,788	Loan Coordinator	\$23,045	<b>\$22,436</b>	2023
<a href="#">Leipsic Community Center</a>	OH	\$416,554	Executive Di	\$31,185	<b>\$31,321</b>	2024
<a href="#">Downtown Billings Partnership</a>	MT	\$415,268	Ceo	\$33,550	<b>\$35,307</b>	2023
<a href="#">Main Street Highland Park Inc</a>	NJ	\$420,796	Executive Director	\$82,550	<b>\$69,891</b>	2024
<a href="#">Diastovavie</a>	VA	\$415,132	Ceo Founder	\$5,122	<b>\$5,026</b>	2022
<a href="#">Yazoo County Fair &amp; Civic League Inc</a>	MS	\$422,464	President	\$32,400	<b>\$34,219</b>	2024
<a href="#">Livingston Community Partnership Management Corporation</a>	NJ	\$413,548	Executive Director	\$77,500	<b>\$65,615</b>	2024
<a href="#">Seymour Main Street Inc</a>	IN	\$413,471	Executive Director	\$49,275	<b>\$50,730</b>	2023
<a href="#">Compassion Ministries Of Waco</a>	TX	\$413,125	Executive Director	\$67,000	<b>\$65,431</b>	2023
<a href="#">Adult Care Center Of The Northern</a>	VA	\$412,644	Executive Director	\$56,073	<b>\$52,856</b>	2023
<a href="#">Plaza Area Council Inc</a>	MO	\$423,461	President	\$124,583	<b>\$125,126</b>	2024
<a href="#">The Paterson Alliance Inc</a>	NJ	\$424,179	Retiring Executive Director	\$31,205	<b>\$26,420</b>	2024
<a href="#">Dineh Cooperatives Incorporated</a>	AZ	\$411,616	Interim President & Ceo (Thru 09/24)	\$122,805	<b>\$111,994</b>	2024
<a href="#">City Of Good Inc</a>	ID	\$424,455	Executive Director	\$107,294	<b>\$111,430</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">New Birth Community Development</a>	CA	\$411,445	Board President, Executive Director	\$22,155	<b>\$18,677</b>	2023
<a href="#">River And Plains Society Inc</a>	MT	\$424,600	Secretary	\$20,032	<b>\$21,081</b>	2023
<a href="#">Star-tec Enterprises Inc</a>	FL	\$410,918	President Ceo	\$200,000	<b>\$173,572</b>	2025
<a href="#">Associated Neighborhood Centers</a>	OH	\$410,835	Executive Director	\$48,500	<b>\$48,711</b>	2024
<a href="#">West Indianapolis Development Corp</a>	IN	\$410,024	Executive Director	\$114,000	<b>\$117,367</b>	2023
<a href="#">Staten Island Urban Center Inc</a>	NY	\$409,827	Ceo & Founder	\$78,430	<b>\$69,190</b>	2023
<a href="#">Historic Downtown Millersburg Inc</a>	OH	\$426,715	Executive Director	\$41,667	<b>\$41,849</b>	2024
<a href="#">Tri-county Indian Nations Cdc</a>	OK	\$427,491	Executive Director	\$55,190	<b>\$57,628</b>	2024
<a href="#">One Wake</a>	NC	\$407,238	Executive Director	\$109,791	<b>\$107,574</b>	2024
<a href="#">Mali Health Organizing Project Inc</a>	NC	\$429,228	Us Director	\$23,333	<b>\$23,537</b>	2023
<a href="#">East Brooklyn Churches Sponsoring Committee</a>	NY	\$429,351	Lead Organizer	\$145,612	<b>\$128,457</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 **324** organizations. Compensation range \$579–\$236,522; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$418,015); for reference, expenses \$580,788 and assets \$108,163.
ROLE MATCH	Richard Reynolds, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	10 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	94 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	96 <sup>th</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 (Richard Reynolds) 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 324 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$133,724 is reasonable (approximately the 95<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.