

Crossroads Jobs Inc

Executive Director / CEO

EIN 800777859

VA · NTEE J20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carol Smith, Executive Director / CEO** (\$33,105) against **every comparable organization** that fit the selection criteria — **57** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Carol Smith — 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 (J20).
BUDGET	Total revenue between \$136,864 and \$306,414 — 0.67x to 1.50x the subject's \$204,276 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (J20), nationwide + budget 0.67–1.5x revenue.

57 organizations qualified on sector, size, and geography → **57** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,273	\$43,671	\$64,884	\$88,209	\$103,636	\$33,105
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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 VA 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
Southeast Asian Refugee Community Home	MN	\$204,321	Executive Director	\$89,960	\$94,782	2023
Workfaith Birmingham	AL	\$204,207	Executive Director	\$99,534	\$114,657	2023
The Exeter Group Ltd	IL	\$204,072	President	\$60,745	\$63,677	2023
Dress For Success River Cities Inc	WV	\$205,064	Executive Director	\$42,461	\$47,615	2024
Foundation For Pops	MI	\$207,371	Executive Director	\$69,759	\$74,573	2024
Supply Chain Oki	OH	\$210,740	President	\$66,609	\$73,067	2024
May Coalition Inc	NC	\$212,566	Executive Director	\$86,063	\$94,820	2023
Georgia Job Tips Inc	GA	\$195,653	Ceo	\$43,839	\$45,652	2024
Sacramento Valley Manufacturing Alliance	CA	\$195,345	Executive Dir.	\$93,600	\$83,708	2024
Tompkins County Workers Center Inc	NY	\$192,855	Coordinator	\$51,729	\$49,842	2023
21st Century Workforce Development	LA	\$216,599	Executive Director/treasurer	\$70,050	\$79,887	2024
Dress For Success Reno-	NV	\$216,901	Executive Di	\$59,333	\$63,416	2023
Celebrate Edu	CO	\$216,976	Officer - Ceo	\$90,000	\$92,018	2023
Dress For Success Boise Inc	ID	\$217,462	Executive Director	\$62,100	\$70,439	2023
Utah Job Opportunities Foundation	UT	\$191,026	President &	\$48,163	\$52,561	2023
Dress For Success Greater Chicago	IL	\$189,646	Executive Dir.	\$37,639	\$38,324	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Texas Municipal Police	TX	\$188,769	Executive Director	\$26,952	\$27,922	2024
Northeast Pennsylvania Manufacturers And	PA	\$221,987	Exec Director	\$72,610	\$77,208	2023
Greenforce Training Inc	NY	\$186,411	President	\$115,131	\$107,748	2024
The Center For Urban	MA	\$227,568	Executive Di	\$26,783	\$24,927	2024
Central Community Development Corp	DC	\$180,869	Vice Chair And Executive Director	\$32,083	\$29,158	2024
Dominico American Society Of Queens Inc	NY	\$177,807	Executive Director	\$3,000	\$2,891	2023
Utah Women In The Trades	UT	\$233,963	Executive Director	\$47,820	\$50,689	2024
Assisted Employment Services Inc	FL	\$234,395	President	\$72,897	\$70,925	2024
Steadfast Foundation	LA	\$234,472	Executive Director	\$76,096	\$84,546	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 57 organizations. Compensation range \$2,891–\$577,873; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$204,276); for reference, expenses \$183,893 and assets \$120,203.

ROLE MATCH Carol Smith, 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	16 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 (Carol Smith) 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 57 similarly situated organizations (Same NTEE sector (J20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$33,105 is reasonable (approximately the 16th 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.