

Chelsea Black Community

Executive Director / CEO

EIN 861966422
 MA · NTEE S20
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Joan Cromwell, Executive Director / CEO** (\$40,460) against **every comparable organization** that fit the selection criteria — **267** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

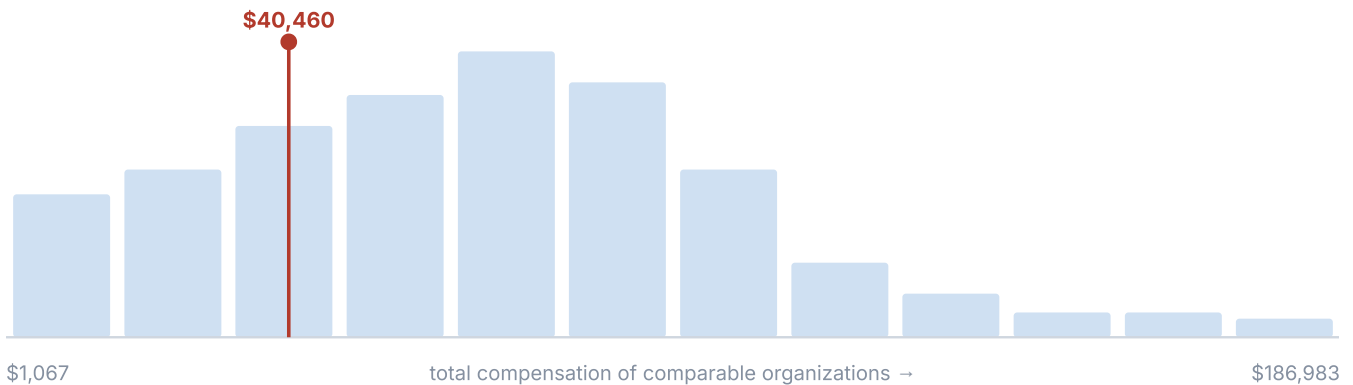
Benchmarked executive: Joan Cromwell — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$164,546 and \$368,388 — 0.67× to 1.50× the subject's \$245,592 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue.

267 organizations qualified on sector, size, and geography → **267** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,352	\$40,167	\$67,283	\$90,087	\$111,155	\$40,460
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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 MA 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
Beacon Hill Merchants Association	WA	\$245,489	Director	\$82,682	\$84,810	2023
Flourish Beaver County	PA	\$245,476	Chief Executive Officer	\$132,624	\$147,179	2024
Next Level Leaders Inc	AL	\$246,248	Executive Di	\$57,200	\$70,799	2023
Hartford Next Inc	CT	\$243,686	Executive Dir.	\$8,865	\$9,250	2024
Ocean Parkway Community Development Corp	NY	\$247,942	Executive Director	\$12,151	\$12,219	2024
Hostel Detroit	MI	\$242,893	Director	\$68,470	\$78,646	2024
Greater Bethel Community Development Corporation	NY	\$248,332	Executive Director	\$30,000	\$30,167	2024
Ashland Senior Community Centerinc	WI	\$242,767	Executive Di	\$41,132	\$49,215	2023
Nogales Community Development Corp	AZ	\$242,518	Interim Exec Director	\$50,000	\$55,092	2023
Bolin Community Inc	CA	\$248,817	Secretary	\$21,868	\$21,013	2024
Fiesta Nky Inc	KY	\$248,893	President	\$75,000	\$89,669	2024
Workwell	CO	\$249,042	Board Member	\$106,525	\$117,026	2023
Citizens For Progress Inc	TX	\$242,066	Executive Director	\$80,379	\$92,118	2023
Central Community Association Inc	LA	\$242,015	President	\$2,934	\$3,595	2024
Keep Durham Beautiful Inc	NC	\$249,590	Executive Director	\$108,293	\$128,198	2023
Northville Community Chamber Of Commerce	MI	\$249,595	Executive Director	\$76,373	\$85,462	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Univercity Family Community Development Corporation	TN	\$250,000	Executive Director	\$30,000	\$35,092	2024
Pine Hill Indian Community Development Initiative	SC	\$250,000	Board Member	\$23,756	\$26,869	2025
Center For The Empowerment Of Families Inc	CA	\$240,965	Executive Director	\$16,450	\$16,274	2023
Bethel Community Transformation Center	MI	\$240,889	Executive Director	\$34,823	\$39,998	2024
Select Cobb Inc	GA	\$250,355	Executive Director	\$28,018	\$31,350	2024
Belle Haven Action	CA	\$240,543	President& D	\$29,162	\$28,850	2023
Grinding Stone Collective Inc	NY	\$240,267	Ceo And Board Vice President	\$91,800	\$92,312	2024
One Economy Financial Development Corp	IA	\$251,013	Executive Director	\$87,923	\$107,131	2024
Good Beginnings Inc	NH	\$239,827	Executive Di	\$48,620	\$49,959	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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	267 organizations. Compensation range \$1,067–\$186,983; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$245,592); for reference, expenses \$226,315 and assets \$300.
ROLE MATCH	Joan Cromwell, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	25 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	28 th
All sources (D + E + F), adjusted	22 nd

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 (Joan Cromwell) 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 267 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,460 is reasonable (approximately the 25th 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.