

# Connect Waukegan Nfp

Executive Director / CEO

EIN 872398565

IL · NTEE S20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Candace Browdy, Executive Director / CEO** (\$119,550) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92<sup>nd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

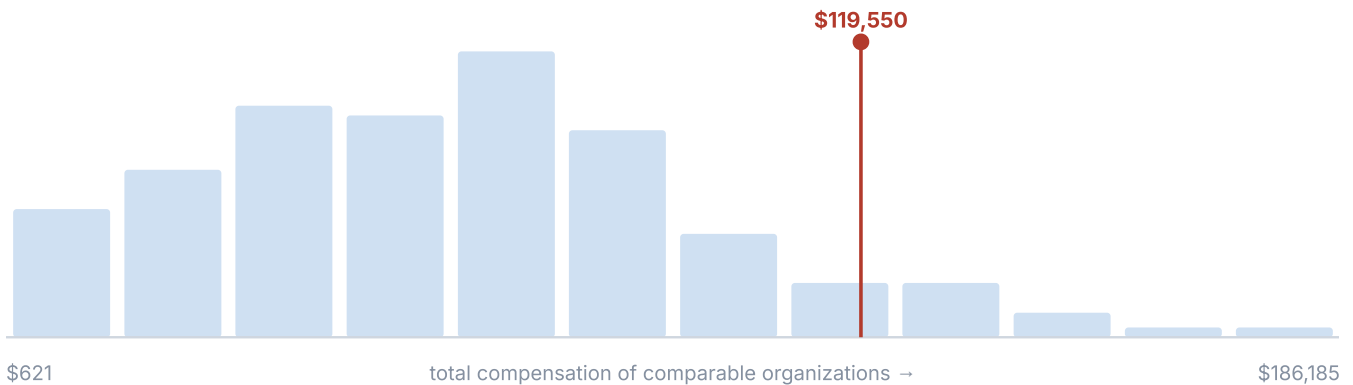
**Benchmarked executive:** Candace Browdy — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$192,393 and \$430,732 — 0.67x to 1.50x the subject's \$287,155 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

**304** organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$18,480	\$36,669	\$62,384	\$82,792	\$109,299	<b>\$119,550</b>
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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 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
<a href="#">Ken-rock Community Center Inc</a>	IL	\$287,423	President & Ceo	\$64,820	<b>\$66,735</b>	2023
<a href="#">Main Street Gettysburg Inc</a>	PA	\$287,455	President	\$80,822	<b>\$81,983</b>	2024
<a href="#">Partners For Livable Omaha</a>	NE	\$286,715	Executive Director	\$69,383	<b>\$75,907</b>	2024
<a href="#">North Capital Main Street</a>	DC	\$285,374	Executive Director	\$48,182	<b>\$44,277</b>	2023
<a href="#">West Bank Business Association</a>	MN	\$288,979	Executive Director	\$30,808	<b>\$31,879</b>	2023
<a href="#">The Montague Street District Management</a>	NY	\$284,926	Executive Direc	\$61,285	<b>\$56,330</b>	2024
<a href="#">One In A Million Inc</a>	IL	\$289,444	President	\$36,656	<b>\$37,739</b>	2023
<a href="#">Sheppard Military Affairs Committee</a>	TX	\$284,060	President	\$90,000	<b>\$89,213</b>	2025
<a href="#">New Mexico Appleseed</a>	NM	\$284,037	Executive Di	\$151,740	<b>\$170,911</b>	2023
<a href="#">Shaker Heights Development Corporation</a>	OH	\$290,507	Executive Director	\$89,719	<b>\$96,658</b>	2024
<a href="#">Producir Inc Una Corp De Desarrollo Comunal Y Econ Para Cubuy Y Lomas</a>	PR	\$283,505	Ceo	\$54,445	<b>\$54,445</b>	2024
<a href="#">Batavia Mainstreet</a>	IL	\$282,717	Executive Dir.	\$67,083	<b>\$69,064</b>	2023
<a href="#">Visions America Cdc</a>	MD	\$282,496	President	\$33,664	<b>\$32,013</b>	2024
<a href="#">Haverford Partnership For Economic</a>	PA	\$282,424	Executive Di	\$46,453	<b>\$48,512</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Foundation For Body Mind &amp; Spirit</a>	TX	\$292,958	President/ceo	\$35,219	<b>\$35,835</b>	2024
<a href="#">Elyria Community Partnership</a>	OH	\$280,473	Executive Director	\$79,276	<b>\$85,407</b>	2024
<a href="#">Experience The Heart Of</a>	IN	\$293,906	Executive Di	\$42,250	<b>\$46,659</b>	2023
<a href="#">Allston Village Main Streets Inc</a>	MA	\$280,379	Executive Director	\$83,200	<b>\$74,088</b>	2025
<a href="#">Erie Together</a>	PA	\$280,307	Executive Director	\$94,000	<b>\$92,892</b>	2025
<a href="#">Moravia Park Community Development Corporation</a>	MD	\$294,013	President	\$24,440	<b>\$23,928</b>	2023
<a href="#">Tooley Comm Development Group Inc</a>	FL	\$296,089	Chairman	\$70,000	<b>\$68,865</b>	2023
<a href="#">United Human Services Of Se Alaska</a>	AK	\$296,107	Vice Preside	\$12,000	<b>\$11,670</b>	2024
<a href="#">Houghton Jones Neighborhood Task Force Inc</a>	MI	\$296,350	Office Manager	\$23,247	<b>\$24,407</b>	2024
<a href="#">The High Point Community Development Cor</a>	CA	\$277,109	Executive Dir.	\$79,700	<b>\$70,003</b>	2024
<a href="#">Good Counsel Cooperative</a>	CO	\$276,718	President/ex	\$32,083	<b>\$31,292</b>	2024

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **304** organizations. Compensation range \$621–\$186,185; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$287,155); for reference, expenses \$352,535 and assets \$6,487.
ROLE MATCH	Candace Browdy, reported title " <i>Executive Dir.</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	6 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	92 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	89 <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 (Candace Browdy) 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 304 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$119,550 is reasonable (approximately the 92<sup>nd</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.