

Central Community Services Inc

Executive Director / CEO

EIN 954441566
 CA · NTEE P700
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Song Xuan Dai, Executive Director / CEO** (\$57,500) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

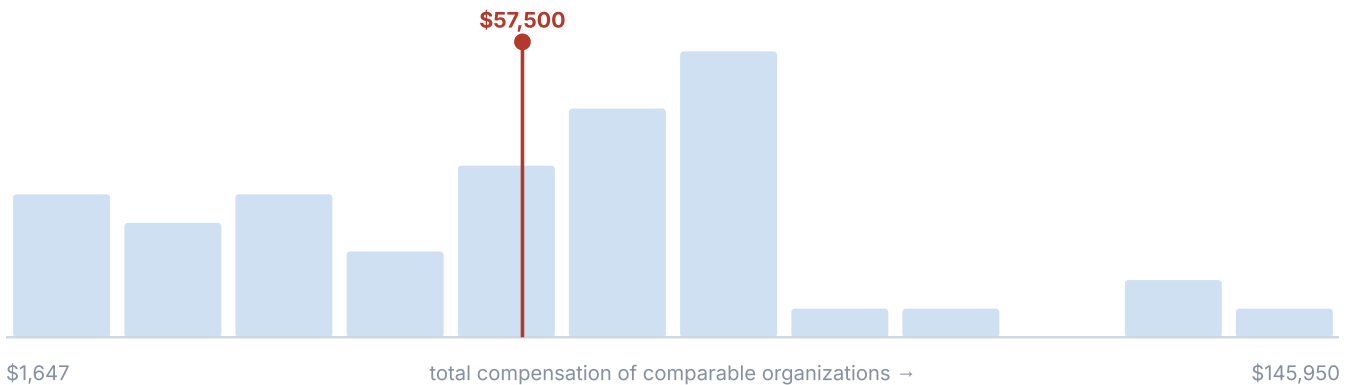
Benchmarked executive: Song Xuan Dai — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P700).
BUDGET	Total revenue between \$172,701 and \$386,644 — 0.67x to 1.50x the subject's \$257,763 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P70), nationwide + budget 0.67–1.5x revenue.

46 organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,123	\$35,197	\$61,873	\$77,419	\$90,335	\$57,500
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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 CA 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
Northern Tier Children's Home	PA	\$253,757	Executive Director	\$69,033	\$79,724	2024
Aurora Adult Day Care Center Inc	NY	\$270,543	Executive Director	\$61,118	\$63,958	2024
South Highland Adult Daycare Center	AL	\$272,803	Executive Director	\$59,459	\$76,587	2023
Transformative Development Corporat	MS	\$274,508	Executive Director	\$34,952	\$46,412	2023
Ada Senior Care Center Inc	OK	\$237,810	Director	\$62,651	\$77,833	2025
Edith Rudolph Residence For The Blind	PA	\$235,469	President	\$61,339	\$69,013	2025
Farson Eden Senior Services	WY	\$234,422	Executive Dir.	\$39,000	\$47,117	2025
A New Leaf Cottages Inc	AZ	\$232,474	Ceo	\$6,337	\$7,266	2023
One Heart Bulgaria Corporation	UT	\$283,633	Ceo	\$47,562	\$58,039	2023
The Father's Ranch Ministries	WA	\$287,937	President Exec Dir	\$55,116	\$58,834	2023
Christian Institute Of Human Relations	PA	\$289,342	Secretary	\$29,915	\$34,548	2024
For His Kingdom	GA	\$296,546	Executive Di	\$108,240	\$126,037	2024
Cambridge House Enrichment Center	GA	\$297,079	Executive Di	\$12,460	\$14,937	2023
Asi Billings Inc	MN	\$304,109	President/tr	\$65,715	\$77,419	2023
Asi Duluth Inc	MN	\$304,670	President/tr	\$65,715	\$77,419	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Golden Visions Adult Day Services	PA	\$305,261	Executive Director	\$69,600	\$78,307	2025
I Belong Inc	NE	\$206,305	Exec Director	\$48,000	\$59,788	2024
Pabich's Residential Facility Inc	WI	\$309,503	President	\$44,600	\$53,942	2024
Green River Independent Living-iii Inc	KY	\$310,958	Ceo	\$21,870	\$28,014	2023
Asi Marshall Inc	MN	\$199,612	President/tr	\$65,715	\$77,419	2023
Skagit Adult Day Care	WA	\$316,037	Executive Director	\$67,725	\$70,219	2024
The Fold Inc	VT	\$316,181	Executive Director	\$74,011	\$84,046	2025
Heritage Day Health Centers	OH	\$199,151	President	\$45,633	\$57,626	2023
Blessed Hands Catering To The Aging & Disable Inc	PA	\$319,903	Director	\$11,192	\$13,308	2023
Centro Para Ninos El Nuevo Hogar Inc	PR	\$193,988	Executive Director	\$14,513	\$14,942	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 **46** organizations. Compensation range \$1,647–\$145,950; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$257,763); for reference, expenses \$256,017 and assets \$1,834,793.

ROLE MATCH	Song Xuan Dai, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	39 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	54 th
All sources (D + E + F), adjusted	26 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 (Song Xuan Dai) 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 46 similarly situated organizations (Same NTEE sector (P70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,500 is reasonable (approximately the 39th 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.