

# Care-a-van Services

Executive Director / CEO

EIN 161726400

NM · NTEE P445

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ceo, Executive Director / CEO** (\$18,051) against the **2000** closest of **3,375** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

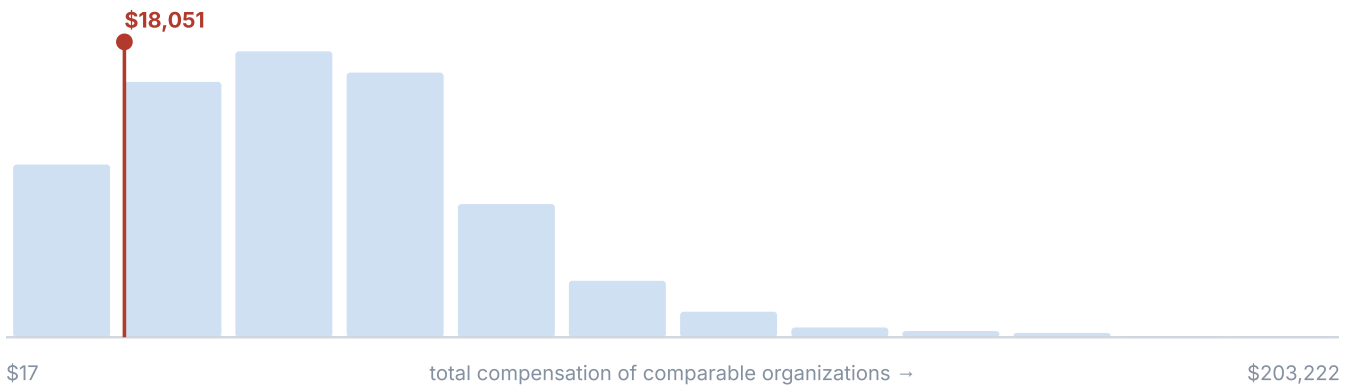
**Benchmarked executive:** Ceo — reported title "Pamela Evans", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P445).
BUDGET	Total revenue between \$184,727 and \$413,568 — 0.67x to 1.50x the subject's \$275,712 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**3,375** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$12,071	\$26,790	\$44,557	\$62,558	\$81,987	\$18,051
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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 NM 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="#">A Broader View Volunteers Corp</a>	PA	\$275,743	Employee	\$16,800	<b>\$15,577</b>	2024
<a href="#">Falls Village Daycare Center Inc</a>	CT	\$275,766	Executive Director	\$54,210	<b>\$48,653</b>	2023
<a href="#">Aging Together Corporation</a>	VA	\$275,643	Executive Dir.	\$90,932	<b>\$79,527</b>	2025
<a href="#">Community Grief Center</a>	CO	\$275,781	Executive Director	\$46,500	<b>\$41,456</b>	2024
<a href="#">Waynewinfield Area Youthfamily Service</a>	IL	\$275,785	Executive Director	\$81,923	<b>\$72,952</b>	2025
<a href="#">Faith In Action Of Bloomington Normal</a>	IL	\$275,613	Executive Director	\$54,923	<b>\$50,203</b>	2024
<a href="#">Castle Thrift Store &amp; Health Food Inc</a>	CA	\$275,610	President	\$41,284	<b>\$33,145</b>	2024
<a href="#">Bluebirds Hope Inc</a>	TX	\$275,551	Ceo/board President	\$82,000	<b>\$76,263</b>	2024
<a href="#">Heartsong Inc</a>	NY	\$275,544	Executive Director	\$32,990	<b>\$29,705</b>	2022
<a href="#">All Heart Infusion</a>	WA	\$275,925	Executive Di	\$83,840	<b>\$69,789</b>	2024
<a href="#">Project Angel Hugs</a>	WI	\$275,446	Executive Di	\$64,145	<b>\$62,285</b>	2024
<a href="#">Missouri Inclusive Housing</a>	MO	\$275,431	Secretary	\$50,000	<b>\$47,968</b>	2025
<a href="#">Stark Community Support Network</a>	OH	\$275,381	Executive Director	\$65,000	<b>\$64,009</b>	2024
<a href="#">Andrews House Inc</a>	OH	\$275,330	Executive Director	\$67,001	<b>\$65,979</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hastings Total Lifecare Center Inc</a>	MN	\$276,165	Executive Di	\$63,839	<b>\$58,649</b>	2024
<a href="#">Twenty-one Senses Inc Nfp</a>	IL	\$275,255	Coo	\$48,800	<b>\$45,923</b>	2023
<a href="#">Immigration Services Of Mountain View</a>	CA	\$276,240	President	\$90,692	<b>\$72,811</b>	2024
<a href="#">Val Verde Border Humanitarian Coalition</a>	TX	\$276,259	Foundation Mgr.	\$63,807	<b>\$59,343</b>	2024
<a href="#">Christian Psychological Services Of</a>	KS	\$275,098	Executive Dir.	\$30,637	<b>\$30,773</b>	2024
<a href="#">Pikes Peak Elder Justice Center</a>	CO	\$275,074	Executive Director	\$74,870	<b>\$66,748</b>	2024
<a href="#">Rainbow Defense Fund Inc</a>	AZ	\$275,065	Director	\$71,961	<b>\$66,246</b>	2023
<a href="#">Bachman Center Council Inc</a>	TN	\$275,053	Executive Director	\$32,760	<b>\$32,962</b>	2023
<a href="#">North Yonkers Preservation And</a>	NY	\$276,408	Executive Di	\$36,665	<b>\$31,714</b>	2023
<a href="#">Mountain View Christian Counseling</a>	SC	\$274,984	Director	\$78,750	<b>\$78,640</b>	2023
<a href="#">Wright Stuff Community Foundation</a>	CO	\$276,441	Prime Time D	\$22,909	<b>\$21,027</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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 **2000** organizations. Compensation range \$17–\$203,222; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$275,712); for reference, expenses \$277,562 and assets \$4,250.
ROLE MATCH	Ceo, reported title <i>"Pamela Evans"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	136 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	40 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	19 <sup>th</sup>
All sources (D + E + F), adjusted	13 <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 (Ceo) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,051 is reasonable (approximately the 15<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.