

# Central Avenue Center Of Hope Inc

Executive Director / CEO

EIN 200639824

KS · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Marsha Nave, Executive Director / CEO** (\$35,150) against **every comparable organization** that fit the selection criteria — **216** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53<sup>rd</sup>** percentile of comparable organizations within the typical range

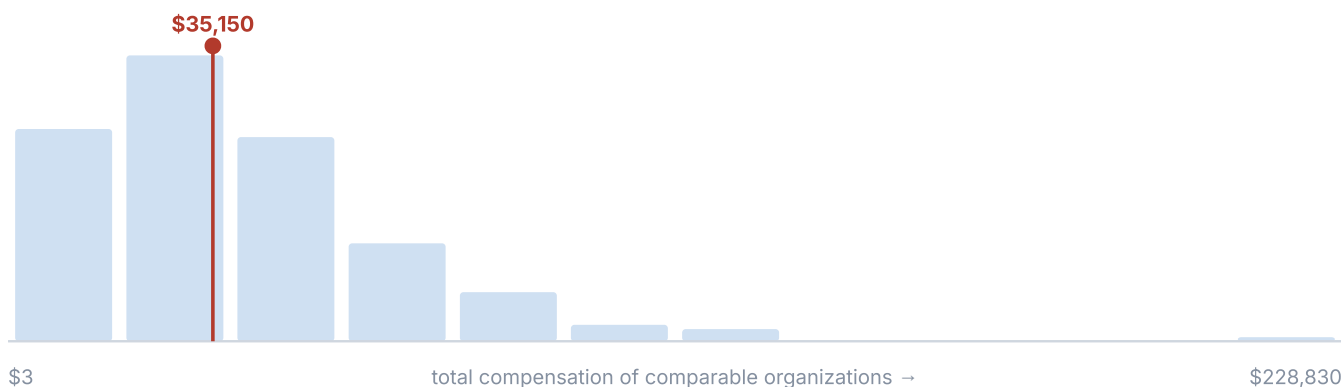
**Benchmarked executive:** Marsha Nave — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$74,716 and \$167,275 — 0.67x to 1.50x the subject's \$111,517 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

**216** organizations qualified on sector, size, and geography → **216** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,919	\$19,434	\$33,374	\$52,710	\$73,229	\$35,150
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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 KS 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="#">Globalfest Inc</a>	NY	\$111,384	President	\$13,440	<b>\$11,242</b>	2023
<a href="#">Bayouclinic Inc</a>	AL	\$111,673	Executive Director	\$106,204	<b>\$106,204</b>	2023
<a href="#">This Star Won't Go Out Inc</a>	MA	\$111,130	Executive Director	\$24,000	<b>\$19,390</b>	2024
<a href="#">Rural Housing Partnership</a>	VA	\$111,091	Executive Director	\$7,190	<b>\$6,242</b>	2024
<a href="#">Virtues Matter Inc</a>	MD	\$112,221	President And Ceo	\$63,333	<b>\$54,807</b>	2023
<a href="#">Its Time A Houghton Family Global</a>	UT	\$112,621	Director - R	\$33,600	<b>\$30,918</b>	2024
<a href="#">Jackson In Action 83 Foundation Inc</a>	FL	\$110,156	Executive Director	\$54,000	<b>\$45,610</b>	2024
<a href="#">La Voz Del Consolador</a>	TX	\$113,301	Media	\$30,000	<b>\$27,778</b>	2023
<a href="#">Helping Hands Ministry</a>	TN	\$109,695	President	\$9,070	<b>\$8,825</b>	2023
<a href="#">Avenues Foundation</a>	PA	\$113,617	Executive Director	\$27,981	<b>\$25,829</b>	2023
<a href="#">Mcsy Qalibc Ymca (6859-so1)</a>	WA	\$109,368	Director/president	\$42,956	<b>\$34,578</b>	2024
<a href="#">Greater Louisville Intergroup Inc</a>	KY	\$109,188	Coo	\$35,700	<b>\$34,484</b>	2024
<a href="#">Our Sisters Closet Inc</a>	AL	\$114,120	President	\$38,142	<b>\$37,048</b>	2024
<a href="#">Whyhoo-now Inc</a>	MO	\$114,482	Ceo, President & Treasurer	\$88,846	<b>\$84,605</b>	2024
<a href="#">Seasons Village Inc</a>	NC	\$107,869	Program Director	\$52,000	<b>\$49,734</b>	2023
<a href="#">Virtuemediac Inc</a>	GA	\$107,745	President & Founder	\$83,197	<b>\$77,433</b>	2023
<a href="#">The Roadie Clinic Inc</a>	MI	\$115,316	Ceo	\$18,000	<b>\$16,704</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Women In Revenue Inc</a>	CA	\$106,627	Executive Dir.	\$49,862	<b>\$39,854</b>	2023
<a href="#">Less Leg More Heart</a>	NH	\$116,429	President	\$15,850	<b>\$13,547</b>	2023
<a href="#">Fraternal Order Of Eagles</a>	MI	\$116,467	President	\$150	<b>\$136</b>	2025
<a href="#">Helping Hands Of Middle &amp; West Tennessee</a>	TN	\$116,475	Ceoprogram Director	\$82,000	<b>\$75,497</b>	2025
<a href="#">Arts Foundation For Seniors Inc</a>	FL	\$106,144	Exec Dir & S	\$67,000	<b>\$56,590</b>	2024
<a href="#">Gems Development Foundation</a>	VA	\$105,693	Executive Director	\$22,000	<b>\$19,662</b>	2023
<a href="#">Refugio Ministries Inc</a>	GA	\$117,819	President	\$66,709	<b>\$60,306</b>	2024
<a href="#">Delaware Family Restoration Services Inc</a>	DE	\$117,989	Dir Development	\$60,775	<b>\$53,502</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS cost of living and 2023 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 KS 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	216 organizations. Compensation range \$3–\$228,830; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$111,517); for reference, expenses \$81,768 and assets \$580,476.
ROLE MATCH	Marsha Nave, reported title " <i>Execuitive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 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	53 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	46 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	76 <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 (Marsha Nave) 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 216 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,150 is reasonable (approximately the 53<sup>rd</sup> 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.