

Cardinal Properties

Executive Director / CEO

EIN 201872207
 IN · NTEE T20
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Geoffrey S Mearns, Executive Director / CEO** (\$61,687) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

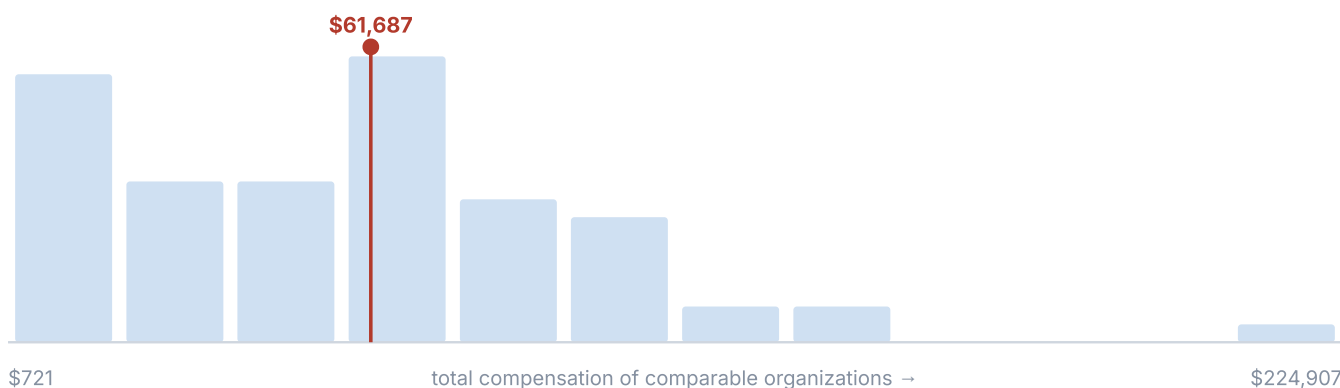
Benchmarked executive: Geoffrey S Mearns — reported title “Board Member”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (T20).
- BUDGET** Total revenue between \$329,771 and \$738,295 — 0.67x to 1.50x the subject's \$492,197 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,182	\$25,633	\$61,119	\$79,109	\$105,899	\$61,687
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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 IN 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
Oakleaf Endowment Trust For	MN	\$492,389	Trustee	\$53,385	\$50,021	2024
Buffalo Hearing & Speech Center	NY	\$492,828	President	\$842	\$721	2024
Metro Portland Housing	OR	\$490,334	Past Exec Di	\$110,391	\$97,212	2024
Marshall Christensen Foundation For Internati	OR	\$487,870	Leadership Team	\$42,800	\$36,719	2025
Hope Of Peace Foundation	KS	\$484,016	President/chairman	\$46,238	\$47,368	2024
Meals On Wheels Of Greenville Endowment Fund Inc	SC	\$482,152	Executive Director	\$14,725	\$14,567	2024
Gateways Beyond International	WA	\$477,141	President	\$35,989	\$31,457	2023
Millersport Lion Sweet Corn Festiva	OH	\$476,932	Secrtary	\$2,705	\$2,717	2024
Port Wentworth Chamber Of Commerce Inc	GA	\$509,357	Ceo	\$65,192	\$62,158	2024
Mccb Transitions Inc	MO	\$474,865	Director	\$70,417	\$70,724	2024
Pregnancy Service Center Inc	KS	\$509,754	Executive Di	\$88,552	\$90,717	2024
Jane F And D Lawrence Sherman Family	MI	\$512,761	Treasurer	\$26,189	\$25,633	2024
The Boselli Foundation	FL	\$466,701	Executive Dir.	\$117,969	\$105,089	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ends Of The Earth Ministries	CA	\$521,182	President	\$55,810	\$47,048	2023
Gloversville Library Foundation Inc	NY	\$521,830	Treasurer Rec Sec	\$7,500	\$6,427	2024
Ginungagap Foundation	CA	\$534,172	Director	\$10,000	\$8,188	2024
Blue Lotus Farm & Retreat Center Inc	WI	\$536,691	Executive Diretor	\$75,417	\$74,688	2024
Crabtree Farms Of Chattanooga Inc	TN	\$536,799	Executive Director (Ended Dec. 2024)	\$55,945	\$55,764	2024
The Foundation Of Marshall Medical	AL	\$539,751	Executive Director	\$131,550	\$134,766	2024
The Montclair Fund For Educational	NJ	\$544,589	Executive Director	\$89,204	\$75,524	2024
Bittersweet Autism Foundation Inc	OH	\$545,153	Executive Director (From 3/18-7/08)	\$1,622	\$1,629	2024
Sandy Rollman Ovarian Cancer Foundation	PA	\$549,330	Ceo	\$100,050	\$94,611	2024
Leadership Broward Foundation Inc	FL	\$550,004	Chief Executive Officer	\$119,000	\$109,139	2023
Artworks Foundation	TN	\$553,001	Executive Director	\$27,000	\$26,912	2024
Bethel International Mission Ctr	PA	\$558,069	President	\$5,500	\$5,201	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	69 organizations. Compensation range \$721–\$224,907; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$492,197); for reference, expenses \$706,361 and assets \$6,573,170. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Geoffrey S Mearns, reported title " <i>Board Member</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	23 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	55 th
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Geoffrey S Mearns) 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 69 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$61,687 is reasonable (approximately the 55th 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.