

# Greater Columbus Community Helping

Executive Director / CEO

EIN 204176600  
OH · NTEE T31  
FY ending 2024-12-31  
June 9, 2026

This analysis benchmarks the total compensation of **Melanie Cage, Executive Director / CEO** (\$85,000) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

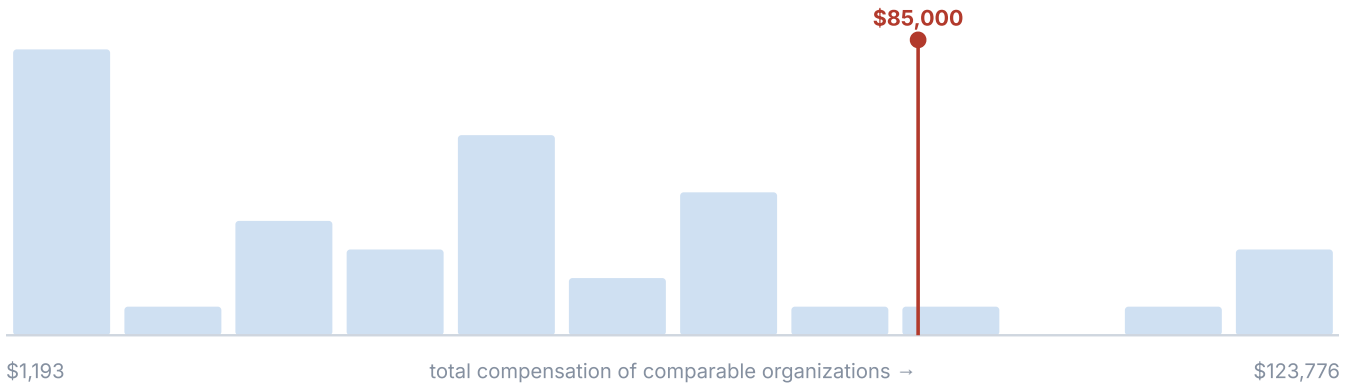
**Benchmarked executive:** Melanie Cage — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T31).
BUDGET	Total revenue between \$129,318 and \$289,518 — 0.67x to 1.50x the subject's \$193,012 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

**38** organizations qualified on sector, size, and geography → **38** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,584	\$13,525	\$43,290	\$65,643	\$92,221	\$85,000
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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 OH 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="#">Torah Synagogue Foundation</a>	NY	\$189,200	Treasurer	\$38,000	<b>\$31,584</b>	2025
<a href="#">Tustin Community Foundation</a>	CA	\$197,975	Executive Director	\$73,710	<b>\$61,869</b>	2023
<a href="#">Bettendorf Community Schools Foundation</a>	IA	\$201,204	Administration	\$41,128	<b>\$42,517</b>	2024
<a href="#">Israel America Foundation Inc</a>	NY	\$202,951	Executive Direc	\$79,200	<b>\$69,566</b>	2023
<a href="#">Nehemiah Community Foundation</a>	CA	\$205,259	Coo	\$85,180	<b>\$71,496</b>	2023
<a href="#">Chasdei Eliyahu</a>	PA	\$208,638	Treasurer	\$12,000	<b>\$11,298</b>	2024
<a href="#">Livonia Community Foundation Inc</a>	MI	\$176,288	Executive Director	\$20,000	<b>\$20,066</b>	2023
<a href="#">Port Washington Education Foundation</a>	NY	\$210,140	Vice President	\$10,000	<b>\$8,783</b>	2023
<a href="#">Pv Schools Education Foundation</a>	AZ	\$216,826	Executive Director	\$55,000	<b>\$49,941</b>	2024
<a href="#">Etna Community Organization</a>	PA	\$167,868	Executive Director	\$48,400	<b>\$45,570</b>	2024
<a href="#">Ozarks Charitable Real Estate Foundation</a>	MO	\$218,166	Director/president & Ceo End 02/24	\$37,216	<b>\$37,216</b>	2024
<a href="#">Buffalo Renaissance Foundation Inc</a>	NY	\$221,606	Executive Director	\$36,000	<b>\$31,621</b>	2023
<a href="#">Mac Foundation</a>	MT	\$223,291	Cfo	\$118,130	<b>\$123,776</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Olivia Hospital &amp; Clinic Foundation</a>	MN	\$224,257	Director & President	\$66,188	<b>\$63,572</b>	2023
<a href="#">Hawaii Va Foundation</a>	HI	\$225,981	Board Chair/	\$4,800	<b>\$4,057</b>	2024
<a href="#">The Pearl Foundation Of The</a>	TN	\$227,530	Program Direct	\$55,650	<b>\$55,229</b>	2024
<a href="#">The Surety Foundation Inc</a>	DC	\$229,532	Sfaa Foundation Liaison	\$57,126	<b>\$47,330</b>	2024
<a href="#">The Freedom To Help Foundation Inc</a>	MD	\$232,308	Executive Director	\$1,312	<b>\$1,193</b>	2023
<a href="#">Sjsv Community Benefit Foundation</a>	CA	\$151,576	Chair	\$60,000	<b>\$48,917</b>	2024
<a href="#">Middletown Community Foundation Inc</a>	PA	\$235,127	Executive Di	\$5,000	<b>\$4,847</b>	2023
<a href="#">Dr Maya Angelou Foundation</a>	CA	\$145,087	Board Chair	\$135,935	<b>\$107,968</b>	2025
<a href="#">Stillwater Community Healthcare</a>	MT	\$241,012	Ceo	\$43,294	<b>\$44,062</b>	2024
<a href="#">Samaritan Foundation Charitable Trust</a>	GA	\$140,751	Former Trustee	\$45,472	<b>\$44,443</b>	2023
<a href="#">Rancho Cucamonga Community &amp; Arts</a>	CA	\$139,149	Executive Director	\$39,890	<b>\$33,482</b>	2023
<a href="#">Peaks Island Fund Inc</a>	ME	\$138,733	Secretary	\$12,000	<b>\$11,345</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	38 organizations. Compensation range \$1,193–\$123,776; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$193,012); for reference, expenses \$304,095 and assets \$172,311. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Melanie Cage, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	84 <sup>th</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	66 <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 (Melanie Cage) 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 38 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,000 is reasonable (approximately the 87<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.