

Cardinal Education Foundation Inc

Executive Director / CEO

EIN 263364395

TX · NTEE B112

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dr Terry Rodgers, Executive Director / CEO** (\$16,005) against **every comparable organization** that fit the selection criteria — **36** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Dr Terry Rodgers — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (B112).

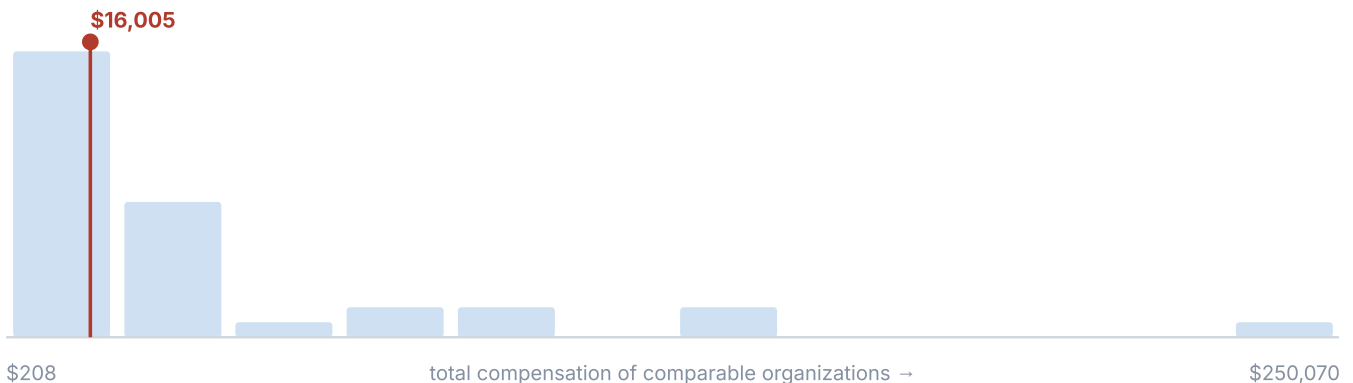
BUDGET Total revenue between \$43,205 and \$96,729 — 0.67x to 1.50x the subject's \$64,486 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

36 organizations qualified on sector, size, and geography

→ **36** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,289	\$3,634	\$17,498	\$36,887	\$93,826	\$16,005
---------	---------	----------	----------	----------	----------



■ 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 TX 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
Honorable Character	TX	\$64,308	Director	\$990	\$990	2024
Mbbs-us Inc	CA	\$64,801	University President (Part Year)	\$38,809	\$34,490	2023
Westerville Rotary Foundation	OH	\$63,485	Treasurer	\$1,500	\$1,588	2024
Maurice River Education Foundation	NJ	\$62,775	Secretary	\$19,539	\$16,990	2025
Eastern New Mexico University Ruidoso Foundation	NM	\$66,380	Executive Director	\$62,602	\$67,311	2024
Bill And Vieve Gore Endowment Fund	UT	\$67,313	Trustee	\$123,960	\$130,576	2023
Wood Colony Christian School	CA	\$61,546	President	\$7,475	\$6,643	2023
Denver Christian Schools Foundation Inc	CO	\$67,909	Head Of School	\$17,985	\$17,749	2023
Susquehanna University And	PA	\$60,368	Trustee	\$30,266	\$29,395	2025
Friends Of The San Rafael Public Library	CA	\$60,014	Director	\$2,310	\$1,942	2025
Mississippi 8 Conference	MN	\$69,671	Executive Secretary	\$16,958	\$17,246	2023
St Hope Endowment	CA	\$58,061	Ceo	\$234	\$208	2023
Berea College Leverage Lender Inc	KY	\$57,546	President/as President Of Berea College/director	\$57,401	\$63,471	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charles Henry Leach li Fund For Duquesne University	PA	\$57,036	Pres/director	\$134,644	\$134,230	2024
Wilson Area Partners In Education Founda	PA	\$57,003	Executive Director	\$29,446	\$30,223	2023
The 506 Foundation Inc	KS	\$73,052	Treasurer	\$3,600	\$3,888	2024
Nymc - School Of Medicine Faculty	NY	\$73,745	President, Ceo And Trustee	\$268,885	\$250,070	2023
Junior Achievement Of Eastern Iowa	IA	\$54,804	Authorized Agent	\$8,616	\$9,431	2024
The Ivy Foundation	VA	\$54,330	Executive Director	\$104,004	\$103,354	2023
Schuylkill Valley Athletic Boosters Inc	PA	\$75,214	Treasurer	\$599	\$597	2024
Glen Ellyn Library Foundation	IL	\$75,278	Development Dir	\$29,861	\$29,348	2024
Barat Education Foundation	IL	\$52,959	Treasurer	\$3,000	\$2,873	2025
Wilmington Library Foundation li Inc	DE	\$76,295	Executive Director	\$8,569	\$8,635	2023
The Drost Family Foundation	NY	\$52,606	Trustee	\$2,860	\$2,659	2023
The Springfield Greene County Public	MO	\$79,699	Develop. Dir	\$2,102	\$2,226	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	36 organizations. Compensation range \$208–\$250,070; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$64,486); for reference, expenses \$52,250 and assets \$1,054,409.
ROLE MATCH	Dr Terry Rodgers, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	42 nd
Total compensation (D + F), as reported (no adjustments)	44 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	72 nd

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 (Dr Terry Rodgers) 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 36 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,005 is reasonable (approximately the 42nd 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.