

Cherryville High School Education

Executive Director / CEO

EIN 274027430
 NC · NTEE B90
 FY ending 2025-05-31
 June 10, 2026

This analysis benchmarks the total compensation of **Nan Davis, Executive Director / CEO** (\$3,600) against **every comparable organization** that fit the selection criteria — **461** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Nan Davis — 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 (B90).
BUDGET	Total revenue between \$267,106 and \$597,999 — 0.67x to 1.50x the subject's \$398,666 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

461 organizations qualified on sector, size, and geography → **461** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,658	\$38,858	\$62,935	\$89,581	\$113,765	\$3,600
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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 NC 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
Homeownership Oc	CA	\$398,009	Executive Director	\$94,060	\$80,686	2024
Caps Network Inc	KS	\$397,483	Treasurer	\$9,150	\$10,111	2023
Create A Loop	MO	\$396,759	Executive Director	\$84,000	\$88,383	2024
Caha	AR	\$396,729	Executive Director	\$52,000	\$56,569	2025
La Biotech Center	CA	\$400,879	Executive Director	\$66,667	\$57,188	2024
Start The Adventure In Reading (Stair) - Annapolis Inc	MD	\$401,022	Executive Director	\$105,500	\$97,983	2024
Young Musicians Of Virginia	VA	\$395,934	Executive Director	\$14,477	\$13,528	2025
Steam Engine Inc	OK	\$395,604	Executive Director	\$71,197	\$80,181	2023
Christ Together Greater Austin	TX	\$395,587	Executive Di	\$51,083	\$49,454	2025
Southwest Transplant Alliance Foundation	TX	\$402,247	Director	\$59,666	\$59,292	2024
Launch Leadership Inc	NE	\$402,383	Executive Di	\$78,706	\$86,579	2023
Fred T Korematsu Institute	CA	\$402,608	Executive Director	\$92,083	\$78,990	2024
Thrive Today	MI	\$394,385	Vice Chair	\$96,000	\$101,343	2023
Tuscarawas County Child Advocacy	OH	\$393,999	Executive Di	\$68,745	\$74,468	2023
Emmaus Academy Inc	IL	\$393,287	Secretary	\$17,152	\$17,246	2023
The K-12 Alliance Of Michigan	MI	\$404,224	Executive Director	\$180,000	\$179,809	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
True North Parent Partnership	TX	\$392,816	Executive Director	\$37,470	\$38,334	2023
Southern Athletic Association	GA	\$404,958	Commissioner	\$107,358	\$104,471	2025
Boston Preservation Alliance Inc	MA	\$404,978	Executive Director	\$120,149	\$110,425	2023
Mentor Tutor Connection	CA	\$392,348	Executive Director	\$39,568	\$33,942	2024
California Foundation For History	CA	\$405,028	Director	\$60,851	\$52,199	2024
Education Francaise Greater Seattle	WA	\$405,135	Executive Director Until Sept 30	\$61,667	\$54,847	2024
Domi Education Inc	FL	\$406,413	Ceo	\$52,308	\$50,258	2023
Rideshare 2 Vote Aware	TX	\$406,430	Executive Director	\$79,692	\$79,192	2024
Bay Area Teacher Training Institute	CA	\$390,714	Executive Director	\$7,899	\$6,776	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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	461 organizations. Compensation range \$745–\$446,533; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$398,666); for reference, expenses \$306,538 and assets \$772,302.
ROLE MATCH	Nan Davis, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	2 nd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	7 th
All sources (D + E + F), adjusted	2 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 (Nan Davis) 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 10, 2026, comparing compensation against 461 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$3,600 is reasonable (approximately the 2nd 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 10, 2026.