

# Cape Fear Community Land Trust Inc

Executive Director / CEO

EIN 306172153

NC · NTEE L20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Paul Stavovy, Executive Director / CEO** (\$79,849) against **every comparable organization** that fit the selection criteria — **265** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** percentile of comparable organizations within the typical range

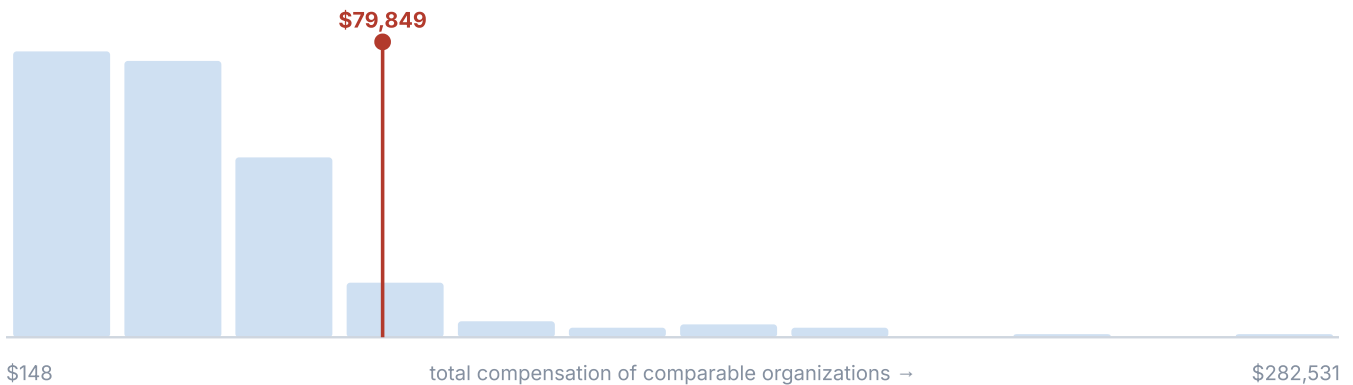
**Benchmarked executive:** Paul Stavovy — reported title “Executive Director - Not B”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20).
BUDGET	Total revenue between \$168,797 and \$377,905 — 0.67x to 1.50x the subject's \$251,937 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

**265** organizations qualified on sector, size, and geography → **265** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,845	\$17,591	\$34,787	\$58,012	\$78,791	<b>\$79,849</b>
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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
<a href="#">Lutheran Social Services Of Central Ohio</a>	OH	\$252,249	President & Ceo	\$9,088	<b>\$9,590</b>	2023
<a href="#">Creating New Horizons</a>	LA	\$250,286	President	\$12,000	<b>\$13,165</b>	2023
<a href="#">Cra Community Development Group Incorporated</a>	FL	\$254,171	President, Chair	\$32,760	<b>\$29,785</b>	2024
<a href="#">San Joaquin Valley Housing Collaborative</a>	CA	\$249,665	Executive Dir.	\$26,183	<b>\$22,527</b>	2023
<a href="#">Ashby House Ltd</a>	KS	\$249,655	Executive Di	\$88,049	<b>\$92,060</b>	2024
<a href="#">Amsterdam Continuing Care Health System</a>	NY	\$254,412	President / Ceo	\$15,418	<b>\$13,881</b>	2023
<a href="#">Admiral Housing</a>	WA	\$249,100	Executive Director	\$7,191	<b>\$6,415</b>	2023
<a href="#">Venture Care Housing Development Fund Co Inc</a>	NY	\$254,990	Chief Executive Officer	\$38,189	<b>\$34,384</b>	2023
<a href="#">Plymouth Bay Housing Corporation</a>	MA	\$248,798	Ceo	\$40,000	<b>\$34,787</b>	2024
<a href="#">Cleveland County Community Development Corp Inc</a>	NC	\$248,673	Executive Director	\$68,517	<b>\$68,517</b>	2024
<a href="#">Titus Foundation Ministry</a>	AZ	\$255,353	President	\$84,548	<b>\$78,694</b>	2024
<a href="#">Office Of People</a>	CA	\$247,998	Ceo	\$12,898	<b>\$10,779</b>	2024
<a href="#">Bethel Foundation</a>	OK	\$256,049	Executive Di	\$33,986	<b>\$36,218</b>	2024
<a href="#">Asi Redruth Inc</a>	MN	\$256,149	President/tr	\$65,715	<b>\$64,699</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Unseen Heroes For Creative Communit</a>	CA	\$247,521	Executive Director	\$24,500	<b>\$21,080</b>	2023
<a href="#">Affordable Housing Paso Robles</a>	CA	\$257,029	President	\$40,325	<b>\$33,700</b>	2024
<a href="#">Lake County Habitat For Humanity</a>	MI	\$257,071	Executive Director	\$21,339	<b>\$21,316</b>	2024
<a href="#">Providence Westside Housing Development</a>	NY	\$245,390	President	\$2,810	<b>\$2,530</b>	2023
<a href="#">Mihalic's Project</a>	AZ	\$245,308	President/ceo	\$31,340	<b>\$29,170</b>	2024
<a href="#">Housing Alternatives Inc</a>	CA	\$258,573	President & Ceo	\$138,000	<b>\$115,327</b>	2024
<a href="#">Neighborhood Housing Renewal Corp li</a>	CA	\$259,011	Secretary, Treasurer	\$26,376	<b>\$22,693</b>	2023
<a href="#">Edenhope Villa Esperanza Inc</a>	CA	\$259,493	President	\$39,896	<b>\$33,341</b>	2024
<a href="#">Altoona Housing Corporation</a>	WI	\$259,742	Executive Director And Office Manager	\$19,500	<b>\$19,709</b>	2024
<a href="#">Ecology House Inc</a>	CA	\$259,749	President	\$21,418	<b>\$17,899</b>	2024
<a href="#">Sheltering Palms Foundation Inc</a>	FL	\$259,861	President	\$191,666	<b>\$179,406</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT 265 organizations. Compensation range \$148–\$282,531; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$251,937); for reference, expenses \$126,487 and assets \$437,330. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Paul Stavovy, reported title " <i>Executive Director - Not B</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	175 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	90 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	94 <sup>th</sup>
All sources (D + E + F), adjusted	30 <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 (Paul Stavovy) 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 265 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$79,849 is reasonable (approximately the 90<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.