

Caap Housing Inc

Executive Director / CEO

EIN 311209468

IN · NTEE L22Z

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Terrence White, Executive Director / CEO** (\$146,486) against **every comparable organization** that fit the selection criteria — **304** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

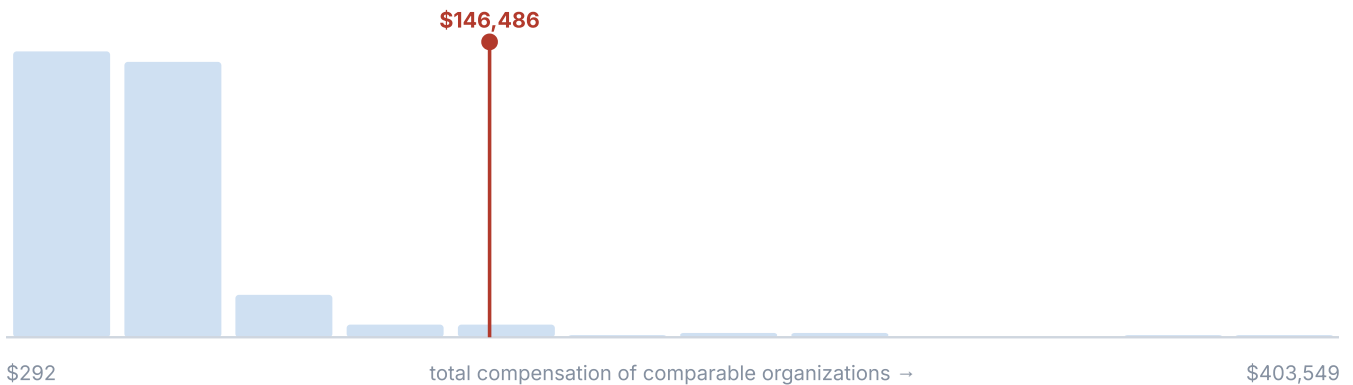
Benchmarked executive: Terrence White — reported title "OFFICER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L22Z).
BUDGET	Total revenue between \$321,687 and \$720,195 — 0.67x to 1.50x the subject's \$480,130 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L22), nationwide + budget 0.67–1.5x revenue.

304 organizations qualified on sector, size, and geography → **304** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,310	\$21,924	\$39,515	\$61,216	\$72,025	\$146,486
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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
Senior Affordable Housing Corp No 1	CA	\$479,251	Chief Executive Officer	\$40,383	\$33,067	2024
Adam & Bruce Housing Corporation	CA	\$479,014	President/ceo	\$76,739	\$61,216	2025
Sandstone Housing Corporation	NY	\$477,374	Executive Director	\$69,056	\$57,647	2025
Regency Retirement Residence Of Laramie	WY	\$483,770	Director	\$58,792	\$58,160	2025
National Church Residences	OH	\$476,123	President	\$48,755	\$47,705	2025
Parkwood Properties Ltd	WI	\$475,383	President/ceo	\$138,859	\$141,579	2023
Marshside Village Inc	CO	\$486,117	Vice President	\$35,660	\$32,425	2024
Casa Montego Ii Inc	CA	\$486,644	Ceo	\$32,916	\$26,953	2024
Rivertown Neighborhood Senior Non Profit Housing	MI	\$486,770	Administrator	\$80,197	\$78,494	2024
Leading Age Nebraska	NE	\$473,000	Ceo	\$124,635	\$127,117	2024
Umphress Terrace	TX	\$487,430	President/ceo	\$35,219	\$33,407	2024
Philanthropia Foundation	WA	\$488,104	Executive Dir.	\$64,001	\$55,941	2023
Plympton Elderly Housing Corporation	MA	\$472,124	Chief Executive Officer	\$43,568	\$37,125	2024
Mcdonald Presbyterian Senior Housing In	PA	\$488,770	Director And President	\$37,604	\$35,560	2024
Chesapeake Rhf Housing Inc	CA	\$470,101	President/ceo	\$68,128	\$55,785	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rph-east Inc	NY	\$490,556	Financial Officer (Through 4/24)	\$487	\$417	2024
Carty Heights	MN	\$491,083	President/ceo	\$23,414	\$21,939	2024
St Theresa Village Inc	CO	\$469,005	Director	\$34,463	\$32,262	2023
Ucc Xv Inc	OH	\$491,715	Treasurer	\$50,772	\$50,993	2024
Ehdoc Shaker Blvd Inc	FL	\$492,039	Vice Preside	\$75,384	\$67,154	2024
William Enston Home Co Park Smith	SC	\$492,435	Secretary/treasurer	\$2,400	\$2,374	2024
Asi Coronado Inc	MN	\$492,718	President/tr	\$68,006	\$62,079	2025
Estellas Home Care Inc	TN	\$492,807	Executive Director	\$18,000	\$17,942	2024
Montclair Shared Housing Association Inc	NJ	\$466,790	Ex Director	\$72,046	\$60,998	2024
Alverno Apartments Inc	PA	\$495,053	Director	\$34,650	\$32,766	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	304 organizations. Compensation range \$292–\$403,549; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$480,130); for reference, expenses \$712,487 and assets \$718,709. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Terrence White, reported title <i>"OFFICER"</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	240 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	97 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	98 th
All sources (D + E + F), adjusted	29 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 (Terrence White) 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 13, 2026, comparing compensation against 304 similarly situated organizations (Same NTEE sector (L22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$146,486 is reasonable (approximately the 97th 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 13, 2026.