

Community Alliance Housing Corporation I

Executive Director / CEO

EIN 363527624
 NE · NTEE L20Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Carole Boye, Executive Director / CEO** (\$38,477) against **every comparable organization** that fit the selection criteria — **296** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Carole Boye — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (L20Z).
BUDGET	Total revenue between \$259,714 and \$581,449 — 0.67x to 1.50x the subject's \$387,633 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

296 organizations qualified on sector, size, and geography → **296** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,110	\$18,253	\$37,864	\$56,416	\$82,438	\$38,477
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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 NE 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
Islandview Housing Development Fund	NY	\$388,257	Cfo	\$23,006	\$19,900	2023
Maple Lake Housing Development	MN	\$388,700	Manager	\$41,592	\$38,211	2024
573 Warren Street Housing	NY	\$385,815	Secretary	\$13,130	\$11,031	2024
Quest Village Iii Of Georgia Inc	GA	\$385,170	President & Ceo	\$6,326	\$6,089	2023
North Florida Educational Development Corporation	FL	\$385,000	Executive Director	\$28,000	\$25,178	2023
Rockvale Community Housing Corporation	MA	\$390,318	Chief Executive Officer	\$18,350	\$15,784	2023
Cedar Development Inc	OH	\$391,101	Executive Director	\$66,000	\$64,993	2024
Vermont Village Community Development Corp Inc	CA	\$383,744	Executive Director	\$84,725	\$70,030	2023
United Church Residences Of Fredonia New York	OH	\$383,310	Treasury	\$50,772	\$49,998	2024
Islesboro Affordable Property	ME	\$382,599	Executive Direc	\$52,000	\$49,842	2023
St Peters Supportive Housing Inc	CA	\$382,447	Executive Dir.	\$13,111	\$10,837	2023
Willamsburg Area Improved Dwellings Inc	PA	\$393,059	Manager	\$47,544	\$44,082	2024
Providence Dethman House	WA	\$381,831	President & Treasurer	\$390,705	\$325,228	2024
Santa Barbara Housing Assistance Co	CA	\$381,772	Director/pre	\$22,000	\$17,663	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Home Partnership Of Cecil County Inc	MD	\$381,630	President & Ceo	\$7,490	\$6,703	2023
Lighthouse Living Centers Inc	TX	\$394,064	President	\$24,213	\$23,184	2023
Community Development Coalition Corporation	FL	\$394,120	Chief Executive Officer	\$119,818	\$107,744	2023
Nassausuffolk Partnership Housing	NY	\$394,170	Exec. Vp/coo	\$66,592	\$55,947	2024
Quadraplex Housing Inc	MA	\$380,340	Chief Executive Officer	\$39,656	\$33,132	2024
Inclusive Communities Project	TX	\$380,137	Executive Dir.	\$153,282	\$142,559	2024
East Lake Housing Corporation	GA	\$379,803	Treasurer	\$28,903	\$27,818	2023
North Grand Neighborhood Services	MO	\$379,717	Director	\$34,700	\$33,290	2025
United Church Residences Of Immokalee	OH	\$379,617	Treasurer	\$50,772	\$49,998	2024
Restoration Community Development Corporation	CA	\$379,048	Executive Director	\$20,689	\$17,101	2023
Lighthouse Living Centers No 2 Inc	TX	\$397,478	President	\$24,213	\$23,184	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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 296 organizations. Compensation range \$142–\$325,228; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$387,633); for reference, expenses \$427,957 and assets \$906,873.
ROLE MATCH	Carole Boye, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	177 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	51 st
Total compensation (D + F), as reported (no adjustments)	46 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	76 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 (Carole Boye) 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 296 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$38,477 is reasonable (approximately the 51st 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.