

# Communication Advocacy Network Corp

Executive Director / CEO

EIN 371506932  
 CT · NTEE P86  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Cheri Hembree, Executive Director / CEO** (\$26,400) against the **2000** closest of **2,994** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Cheri Hembree — reported title “Coordinator”, 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 (P86).
BUDGET	Total revenue between \$163,477 and \$365,994 — 0.67x to 1.50x the subject's \$243,996 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

**2,994** organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

## Distribution of comparable compensation



\$12,071	\$27,124	\$46,964	\$67,210	\$87,590	\$26,400
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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 CT 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="#">Red Tail Academy Inc</a>	KS	\$244,036	Executive Director	\$3,077	<b>\$3,444</b>	2024
<a href="#">The People Center Inc</a>	MI	\$243,932	Executive Di	\$53,663	<b>\$59,075</b>	2023
<a href="#">Pathfinders Justice Initiative Inc</a>	NV	\$244,060	Founder/ed	\$62,500	<b>\$66,817</b>	2023
<a href="#">The Erika Whitmore Godwin Foundation</a>	CA	\$243,885	Founder & Ceo	\$101,246	<b>\$93,243</b>	2023
<a href="#">Markham Children's Care Association Inc</a>	OR	\$244,173	Executive Director	\$61,440	<b>\$57,584</b>	2025
<a href="#">Always Endure</a>	TN	\$243,818	President/executive Director	\$60,000	<b>\$65,335</b>	2024
<a href="#">Love Helps Inc</a>	TN	\$244,242	Executive Director	\$119,056	<b>\$129,642</b>	2024
<a href="#">Azul - Fashion Art Design Inc</a>	FL	\$243,747	Founder & Ce	\$64,500	<b>\$62,771</b>	2024
<a href="#">Casa Of The 16th Jdc</a>	LA	\$243,654	Executive Direc	\$46,308	<b>\$51,462</b>	2025
<a href="#">Samaritans Market</a>	MS	\$243,652	Director	\$12,669	<b>\$14,618</b>	2024
<a href="#">Rock N Our Disabilities Foundation</a>	CA	\$244,484	Foudner/ceo	\$16,335	<b>\$15,044</b>	2023
<a href="#">Entrusted Houston</a>	TX	\$243,479	Executive Dir.	\$40,000	<b>\$42,675</b>	2023
<a href="#">Peace Child Care Inc</a>	WI	\$244,539	Manager/dire	\$3,513	<b>\$3,800</b>	2024
<a href="#">Austin Pregnancy Resource Center</a>	TX	\$244,589	Ceo	\$84,000	<b>\$89,617</b>	2023
<a href="#">Beyond Violence Inc</a>	PA	\$244,604	Executive Director	\$43,680	<b>\$46,458</b>	2023
<a href="#">North River Care Inc</a>	FL	\$244,610	Executive Director	\$60,082	<b>\$60,198</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Partners In Outreach</a>	PA	\$244,646	Executive Di	\$17,980	<b>\$18,575</b>	2024
<a href="#">Blue Sky Acres Inc</a>	GA	\$244,653	Executive Di	\$34,740	<b>\$36,186</b>	2024
<a href="#">The Comfort Home Mi</a>	MI	\$243,277	Executive Di	\$61,321	<b>\$65,569</b>	2024
<a href="#">American Heroes Outdoors</a>	MN	\$243,227	Gall	\$62,396	<b>\$65,757</b>	2023
<a href="#">Kingdom Servants Inc</a>	TX	\$244,775	Director/chairm	\$141,900	<b>\$151,389</b>	2023
<a href="#">Reborn Ministries</a>	IL	\$243,210	Executive Director	\$12,500	<b>\$12,730</b>	2024
<a href="#">Nlc Youth Association</a>	KS	\$243,203	Director	\$23,198	<b>\$26,729</b>	2023
<a href="#">The Truth Project Inc</a>	TX	\$243,200	Founder And Ceo	\$69,151	<b>\$71,659</b>	2024
<a href="#">Good Life Refuge</a>	CO	\$243,200	President/director	\$21,000	<b>\$20,861</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT cost of living and 2023 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 CT 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	<b>2000</b> organizations. Compensation range \$18–\$396,452; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$243,996); for reference, expenses \$221,497 and assets \$71,128.
ROLE MATCH	Cheri Hembree, reported title <i>"Coordinator"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	157 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 40 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	24 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	25 <sup>th</sup>
Reportable pay only (column D), adjusted	28 <sup>th</sup>
All sources (D + E + F), adjusted	20 <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 (Cheri Hembree) 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 2000 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$26,400 is reasonable (approximately the 24<sup>th</sup> 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.