

Capital Area Health Alliance

Executive Director / CEO

EIN 383139662
 MI · NTEE S20Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Jason Blanks, Executive Director / CEO** (\$107,540) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93rd** percentile of comparable organizations above the 90th percentile — board review recommended

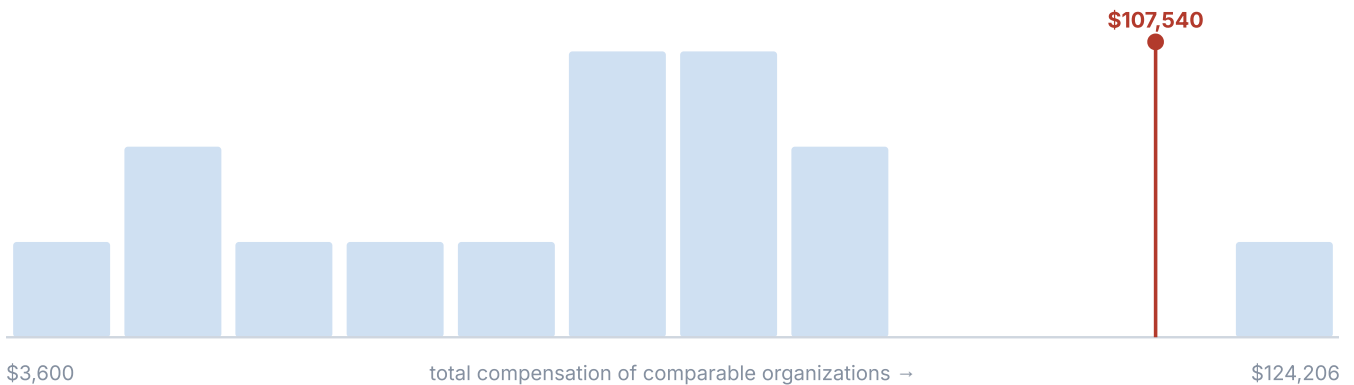
Benchmarked executive: Jason Blanks — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20Z).
BUDGET	Total revenue between \$217,863 and \$487,753 — 0.67x to 1.50x the subject's \$325,169 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20) + MI + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,755	\$32,687	\$58,819	\$69,237	\$76,321	\$107,540
----------	----------	----------	----------	----------	------------------



■ 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 MI 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
Detroit Community Solutions Inc	MI	\$336,465	Ceo Non Voting	\$51,326	\$51,326	2024
Houghton Jones Neighborhood Task Force Inc	MI	\$296,350	Office Manager	\$23,247	\$23,247	2024
Virginia Park Community Investment Associates Inc	MI	\$357,592	President	\$3,600	\$3,600	2024
Conference Of Western Wayne	MI	\$357,625	Executive Director	\$124,206	\$124,206	2024
Woodbridge Neighborhood Development Corporation	MI	\$271,107	Executive Director	\$53,000	\$54,565	2023
The Michigan Environmental Council	MI	\$383,497	Former Presi	\$63,775	\$63,775	2024
Vine Neighborhood Association	MI	\$262,730	Executive Di	\$67,919	\$67,919	2024
Eight Mile Boulevard Association Inc	MI	\$258,416	Executive Director	\$60,375	\$58,819	2025
Northville Community Chamber Of Commerce	MI	\$249,595	Executive Director	\$76,373	\$74,404	2025
Hostel Detroit	MI	\$242,893	Director	\$68,470	\$68,470	2024
Bethel Community Transformation Center	MI	\$240,889	Executive Director	\$34,823	\$34,823	2024
Up Community Services Inc	MI	\$221,417	Executive Director	\$21,784	\$22,427	2023
360 Detroit Inc	MI	\$442,089	President	\$70,004	\$70,004	2024
Neighborhood Engagement Hub	MI	\$460,324	Executive Director	\$77,599	\$77,599	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inspired Foundation Inc	MI	\$487,263	President	\$30,550	\$30,550	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	15 organizations. Compensation range \$3,600–\$124,206; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$325,169); for reference, expenses \$300,327 and assets \$171,576.
ROLE MATCH	Jason Blanks, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	93 rd
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	93 rd

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 (Jason Blanks) 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 15 similarly situated organizations (Same NTEE sector (S20) + MI + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$107,540 is reasonable (approximately the 93rd 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.