

# Caf Property Inc

Executive Director / CEO

EIN 383795334

CA · NTEE P112

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Virginia Tinley, Executive Director / CEO** (\$2,214) against **every comparable organization** that fit the selection criteria — **52** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 4<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

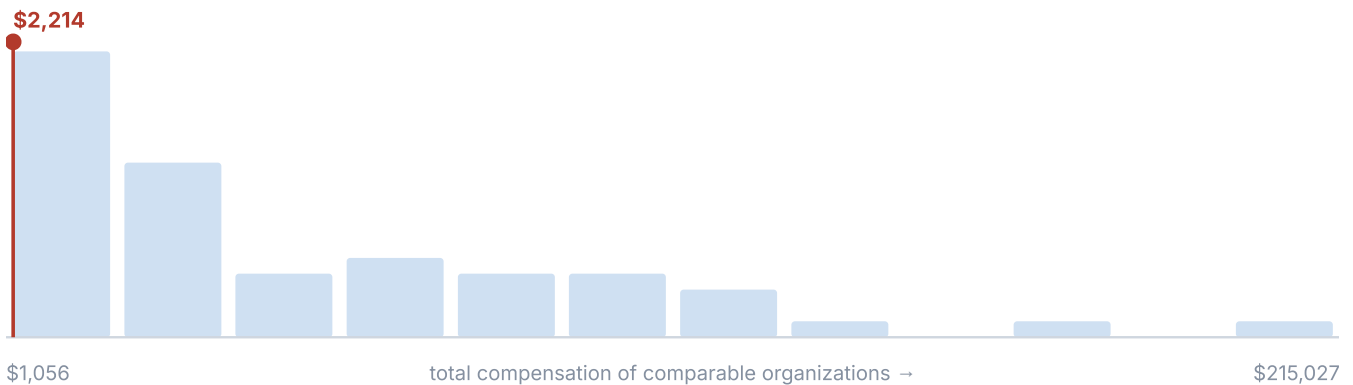
**Benchmarked executive:** Virginia Tinley — reported title "SECRETARY & TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P112).
BUDGET	Total revenue between \$155,796 and \$348,798 — 0.67x to 1.50x the subject's \$232,532 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

**52** organizations qualified on sector, size, and geography → **52** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,257	\$14,508	\$32,191	\$77,001	\$110,267	\$2,214
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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 CA 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="#">First Growth Children &amp; Family Charities</a>	OR	\$240,347	Acting Executive Director	\$106,933	<b>\$115,001</b>	2025
<a href="#">Providence State Street Housing</a>	NY	\$242,726	President	\$2,810	<b>\$3,108</b>	2023
<a href="#">Heart Gallery Of New Mexico</a>	NM	\$244,874	Executive Di	\$60,000	<b>\$78,978</b>	2023
<a href="#">A Second Chance Charitable Foundation</a>	PA	\$244,959	President & Chairperson	\$6,886	<b>\$8,163</b>	2024
<a href="#">Silver Key Senior Services Foundation</a>	CO	\$219,159	Ceo And President	\$12,143	<b>\$14,249</b>	2023
<a href="#">Ach Landowner Iii</a>	TX	\$247,485	Ceo	\$26,417	<b>\$31,412</b>	2024
<a href="#">Hope Ventures Inc</a>	CA	\$216,685	President & Ceo	\$75,000	<b>\$76,984</b>	2024
<a href="#">Village On The Isle Foundation Inc</a>	FL	\$209,517	Chief Executive Officer	\$11,687	<b>\$13,437</b>	2023
<a href="#">Vicar's Landing Foundation Inc</a>	FL	\$206,417	Chief Executive Officer	\$42,670	<b>\$47,650</b>	2024
<a href="#">Mary Graham Children's Foundation</a>	CA	\$201,194	Executive Director	\$93,567	<b>\$98,879</b>	2023
<a href="#">Old North End Community Center</a>	VT	\$264,429	President	\$3,050	<b>\$3,650</b>	2024
<a href="#">Sitrin Foundation Inc</a>	NY	\$200,153	Ceo	\$18,000	<b>\$19,335</b>	2024
<a href="#">The Black Feather Foundation</a>	VA	\$200,023	President & Ceo	\$21,667	<b>\$25,603</b>	2023
<a href="#">Radiate Coalition</a>	TX	\$265,456	Ceo/president	\$29,744	<b>\$36,413</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Freedom To Captives</a>	FL	\$195,547	President	\$69,000	<b>\$77,053</b>	2024
<a href="#">Grace Medical Home Foundation Inc</a>	FL	\$272,213	Ceo	\$30,830	<b>\$34,428</b>	2024
<a href="#">Vogel Alcove Foundation</a>	TX	\$272,565	President & Ceo	\$46,458	<b>\$56,875</b>	2023
<a href="#">Starkey Foundation Inc</a>	KS	\$272,592	Coo	\$17,410	<b>\$23,018</b>	2023
<a href="#">Feeding The Need</a>	TN	\$191,818	Chief Executive Officer	\$1,198	<b>\$1,541</b>	2023
<a href="#">Rainbow Defense Fund Inc</a>	AZ	\$275,065	Director	\$71,961	<b>\$84,697</b>	2023
<a href="#">Desc Hobson Clinic Qalich</a>	WA	\$188,920	President/desc Executive Director	\$28,556	<b>\$30,392</b>	2024
<a href="#">Clayton Youth Enrichment Foundation</a>	TX	\$188,564	President	\$17,482	<b>\$20,788</b>	2024
<a href="#">Alzheimer's Community Care</a>	FL	\$186,562	Former Ceo (7/1/23-3/7/24)	\$4,651	<b>\$5,194</b>	2024
<a href="#">The Arc Greater Hudson Valley Foundation</a>	NY	\$279,031	Executive Director (Started 3/23)	\$51,546	<b>\$57,004</b>	2023
<a href="#">Goodwill Properties Inc</a>	IA	\$185,640	President/ce	\$6,991	<b>\$9,099</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2025 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 CA 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** 52 organizations. Compensation range \$1,056–\$215,027; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$232,532); for reference, expenses \$512,117 and assets \$2,692,015. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Virginia Tinley, reported title " <i>SECRETARY &amp; TREASURER</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	38 peers 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	4 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	4 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	6 <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 (Virginia Tinley) 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 52 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,214 is reasonable (approximately the 4<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.