

Cahec Foundation

Executive Director / CEO

EIN **460842173**
 NC · NTEE L199
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Dana Boole, Executive Director / CEO** (\$49,599) against **every comparable organization** that fit the selection criteria — **1022** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Dana Boole — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

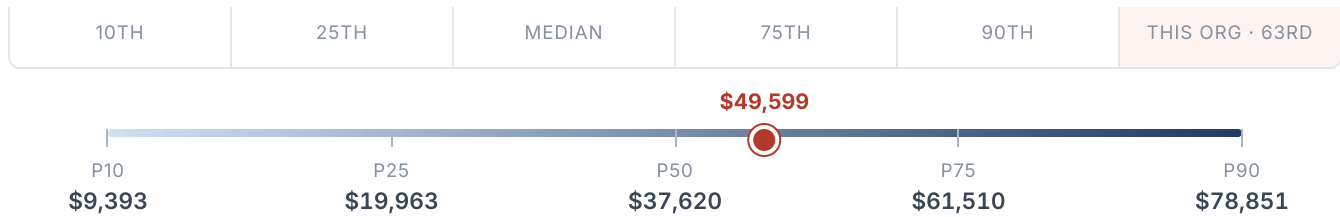
SECTOR	Organizations sharing the subject's NTEE classification (L199).
BUDGET	Total revenue between \$160,359 and \$359,013 — 0.67x to 1.50x the subject's \$239,342 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (L), nationwide + budget 0.67–1.5x revenue.

1,022 organizations qualified on sector, size, and geography → **1,022** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,393	\$19,963	\$37,620	\$61,510	\$78,851	\$49,599
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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 NC 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
Handy Dandy Handyman Co	CT	\$239,530	President	\$60,000	\$56,053	2023
Sitka Homeless Coalition	AK	\$239,078	Executive Di	\$66,561	\$61,587	2024
Alloway Housing Development	NY	\$239,066	Director And President	\$3,026	\$2,646	2024
Andover Community Trust	MA	\$238,748	Executive Dir.	\$50,972	\$44,330	2024
Scott County Habitat For Humanity	KY	\$239,980	Executive Director	\$49,000	\$50,949	2024
Albemarle Older Adult Housing Inc	NC	\$240,107	President/ceo	\$48,900	\$48,900	2024
Crossroads Village Mutual Housing	CA	\$238,420	Director	\$5,430	\$4,421	2025
O'bannon Terrace Of Goshen Inc	OH	\$238,262	Chief Executive Officer	\$7,729	\$8,156	2023
Presbyterian Home Quitman Retirement	GA	\$238,240	President/ceo	\$54,562	\$53,095	2024
Sanctuary Village	PA	\$240,537	Executive Di	\$98,654	\$95,214	2024
Sands Horizon Inc	GA	\$238,134	Secretary, Manager	\$8,334	\$7,901	2025
Community Catalysts	MI	\$240,876	Pres & Ceo	\$187,622	\$187,423	2024
Ashland Church Community Emergency	OH	\$237,807	Executive Di	\$49,920	\$52,682	2023
Independent Living Horizons Thirteen In	GA	\$241,393	President/ceo	\$21,151	\$21,191	2023
Gospel Homes For Women	CO	\$241,398	Treasurer	\$25,000	\$23,200	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Central Housing Inc	FL	\$237,214	President	\$7,500	\$6,819	2024
Reach Apartments Inc	OR	\$241,618	President & Ceo (Until Oct. 2023)	\$27,042	\$25,022	2023
Mattoon Area Pads Community	IL	\$241,802	Exec Dir	\$74,287	\$70,682	2024
Compass Center Housing Development	WA	\$236,649	President From 10/23	\$1,117	\$996	2023
Sepp Rural Elderly Housing Inc	NY	\$242,040	Executive Director	\$21,973	\$19,216	2024
Twentieth Association Properties Inc	MA	\$236,638	President & Ceo	\$7,164	\$6,230	2024
Homes For Shippensburg Inc	MD	\$236,378	Vice President & Director	\$27,109	\$24,528	2024
Saratoga Builders Association Inc	NY	\$236,355	Executive Di	\$45,000	\$40,516	2023
Good Shepherd Of Washington	WI	\$236,337	President And Ceo	\$33,743	\$34,105	2024
Dc Housing Solutions Inc	DC	\$242,366	Former Ceo	\$6,224	\$5,286	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **1022** organizations. Compensation range \$148–\$463,592; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$239,342); for reference, expenses \$239,901 and assets \$164,181.
ROLE MATCH	Dana Boole, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	629 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	39 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	63 rd
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Dana Boole) 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 1022 similarly situated organizations (Same NTEE major group (L), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,599 is reasonable (approximately the 63rd 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.