

Cste Foundation Inc

Executive Director / CEO

EIN 474094953

GA · NTEE B82

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Leigh Plott Cfre, Executive Director / CEO** (\$195,996) against **every comparable organization** that fit the selection criteria — **153** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

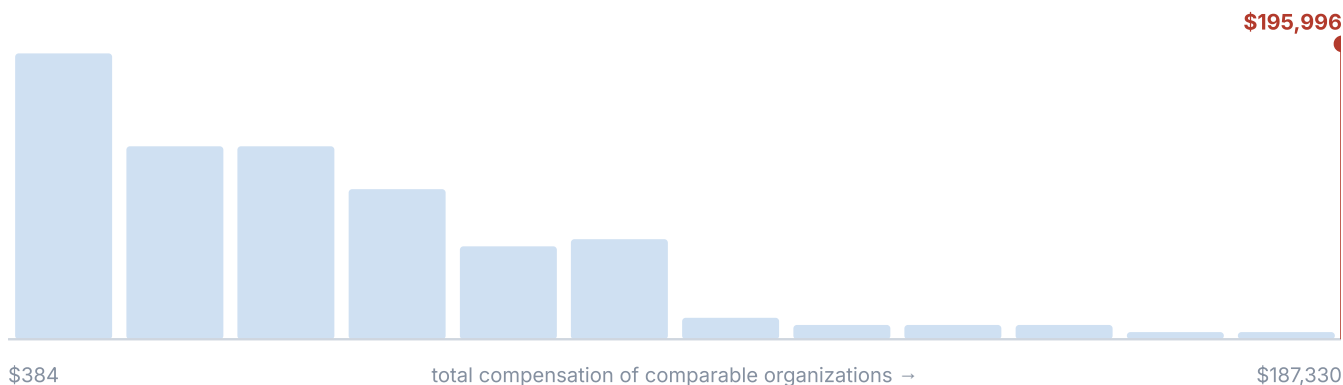
Benchmarked executive: Leigh Plott Cfre — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$119,664 and \$267,904 — 0.67x to 1.50x the subject's \$178,603 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

153 organizations qualified on sector, size, and geography → **153** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,855	\$15,754	\$37,962	\$61,778	\$89,248	\$195,996
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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 GA 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
Jccc Foundation	IL	\$178,685	Secretary/treasurer	\$39,550	\$39,812	2023
Supportability	CA	\$178,834	President	\$33,000	\$28,340	2024
Building Education Support Teams Inc	PA	\$178,108	Chairperson	\$16,500	\$16,848	2023
Iald Education Trust Fund	IL	\$179,146	Executive Director	\$12,729	\$12,446	2024
Casey Feldman Memorial Foundation	PA	\$177,135	President/director	\$36,000	\$35,705	2024
Maryland Association Of Certified Public	MD	\$180,557	Ceo	\$24,437	\$22,722	2024
Building Baja's Future		\$181,985	Managing Director	\$48,000	\$48,000	2024
Livingston Arts Council Inc	MI	\$182,835	Vp Programmi	\$56,704	\$59,928	2023
Clifford H Ted Rees Jr Scholarship	VA	\$184,100	Chief Operating Officer	\$38,351	\$37,916	2023
Baton Rouge Epicurean Society	LA	\$184,278	Executive Dir.	\$45,247	\$49,551	2024
Minnesota Grocers Education Foundation	MN	\$184,300	President	\$22,480	\$22,744	2023
100 Black Men Of Savannah Inc	GA	\$172,717	Executive Di	\$15,302	\$15,754	2023
Ballet Yuma	AZ	\$184,694	Company Manager	\$12,500	\$11,956	2024
Union City Education Foundation Inc	IN	\$185,146	President	\$12,200	\$12,795	2024
Farther Foundation	IL	\$187,088	President	\$7,500	\$7,333	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Friends Of Monte Vista Choir	CA	\$187,110	Fin'l Secretary	\$9,180	\$7,884	2024
Cwa Joe Beirne Foundation	DC	\$170,089	President	\$43,497	\$37,962	2024
The Spaulding High School Scholarship Trust	VT	\$187,214	Vice Chair	\$2,300	\$2,302	2024
Alabama Realtors Foundation	AL	\$169,425	Chief Exec O	\$21,621	\$23,917	2023
Advancing Students Forward	CA	\$189,082	Executive Dir.	\$78,500	\$67,415	2024
Police Athletic League Of Philadelphia	PA	\$189,686	Executive Director Thru 11/23	\$2,185	\$2,167	2024
Truckload Carriers Association	VA	\$190,313	President	\$44,277	\$42,518	2024
Montana State Elks Association	MT	\$190,394	Treasurer	\$2,000	\$2,088	2025
The Worth & Dot Howard Foundation	AZ	\$190,754	President	\$55,000	\$54,161	2023
The Rev John P Smyth Standing Tall	IL	\$166,175	Executive Dir.	\$52,164	\$52,510	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **153** organizations. Compensation range \$384–\$187,330; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$178,603); for reference, expenses \$432,714 and assets \$504,051. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Leigh Plott Cfre, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	99 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 (Leigh Plott Cfre) 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 153 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$195,996 is reasonable (approximately the 100th 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.