

# Cape Henlopen Educational Fund

Executive Director / CEO

EIN 510403370  
 DE · NTEE B122  
 FY ending 2025-06-30  
 June 13, 2026

This analysis benchmarks the total compensation of **Ashley Reynolds, Executive Director / CEO** (\$24,578) against **every comparable organization** that fit the selection criteria — **54** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Ashley Reynolds — reported title “ADMIN MANAGE”, 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 (B122).
BUDGET	Total revenue between \$122,413 and \$274,059 — 0.67x to 1.50x the subject's \$182,706 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B12), nationwide + budget 0.67–1.5x revenue.

**54** organizations qualified on sector, size, and geography → **54** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,473	\$15,362	\$33,082	\$59,115	\$88,694	\$24,578
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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 DE 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="#">Raymond Schools Foundation</a>	WA	\$182,859	Secretary/treas	\$2,400	<b>\$2,253</b>	2024
<a href="#">Heights Schools Foundation</a>	OH	\$186,278	Executive Di	\$26,085	<b>\$29,818</b>	2023
<a href="#">Jonas Realty Corp</a>	MA	\$186,388	Vice President	\$57,176	<b>\$55,452</b>	2023
<a href="#">The Education Foundation Of Putnam</a>	FL	\$189,084	Executive Director	\$27,500	<b>\$27,083</b>	2024
<a href="#">Victorious Life International</a>	IL	\$189,594	Ceo	\$750	<b>\$773</b>	2024
<a href="#">Oj Anderson Scholarship Foundation Inc</a>	NJ	\$191,208	President	\$14,400	<b>\$13,876</b>	2023
<a href="#">Camden Schools Foundation</a>	NJ	\$173,544	Vice President	\$16,500	<b>\$15,444</b>	2024
<a href="#">Laptops 4 Learning</a>	AZ	\$192,571	Executive Director	\$18,000	<b>\$18,683</b>	2023
<a href="#">Austin Public Education Foundation</a>	MN	\$195,646	President	\$14,600	<b>\$15,123</b>	2024
<a href="#">Ninos Del Sol Inc</a>	NY	\$166,747	Director	\$10,600	<b>\$10,041</b>	2024
<a href="#">Western Dairy Education &amp; Research</a>	MO	\$200,700	President	\$415,400	<b>\$461,227</b>	2024
<a href="#">Hallsville Isd Education Foundation</a>	TX	\$201,469	Executive Dir.	\$20,000	<b>\$20,973</b>	2024
<a href="#">Rochester Education Foundation Inc</a>	NY	\$202,563	Executive Director	\$32,500	<b>\$31,696</b>	2023
<a href="#">Mandela International Magnet School Education Foundation</a>	NM	\$203,289	Treasurer	\$3,000	<b>\$3,382</b>	2024
<a href="#">Latino Educational Equity</a>	TX	\$160,864	Founder	\$54,000	<b>\$56,627</b>	2024
<a href="#">Get Cooking Incorporated</a>	FL	\$160,555	President	\$35,000	<b>\$34,468</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Njea Affiliates Risk Purchasing</a>	NJ	\$206,464	President	\$100,282	<b>\$93,861</b>	2024
<a href="#">Foundation For Culinary Arts</a>	IL	\$158,050	Executive Director	\$164,667	<b>\$169,708</b>	2024
<a href="#">Friends Of Richmond Community High School</a>	VA	\$207,623	Executive Director	\$61,702	<b>\$60,844</b>	2025
<a href="#">Teaching And Learning Collaborative Inc</a>	CA	\$208,413	President	\$22,500	<b>\$19,842</b>	2025
<a href="#">Shippensburg Area School District</a>	PA	\$156,958	Executive Di	\$55,385	<b>\$59,611</b>	2023
<a href="#">Nextmark Foundation Inc</a>	NJ	\$210,508	President	\$18,000	<b>\$16,847</b>	2024
<a href="#">Lancaster Country Club Foundation</a>	PA	\$210,886	Treasurer	\$26,936	<b>\$28,991</b>	2023
<a href="#">Friends Of Waiialua Robotics</a>	HI	\$212,293	President	\$15,870	<b>\$15,335</b>	2023
<a href="#">Meguon-thiensville Education Foundation Inc</a>	WI	\$214,357	Executive Director	\$32,500	<b>\$36,632</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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>54</b> organizations. Compensation range \$773–\$461,227; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$182,706); for reference, expenses \$126,141 and assets \$374,494.
ROLE MATCH	Ashley Reynolds, reported title <i>"ADMIN MANAGE"</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	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	54 <sup>th</sup>
All sources (D + E + F), adjusted	37 <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 (Ashley Reynolds) 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 13, 2026, comparing compensation against 54 similarly situated organizations (Same NTEE sector (B12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,578 is reasonable (approximately the 39<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 13, 2026.