

The Center For Volunteer Caregiving

Executive Director / CEO

EIN 582067482
 NC · NTEE P190
 FY ending 2025-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Elaine Whitford, Executive Director / CEO** (\$106,986) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

Benchmarked executive: Elaine Whitford — 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 (P190).

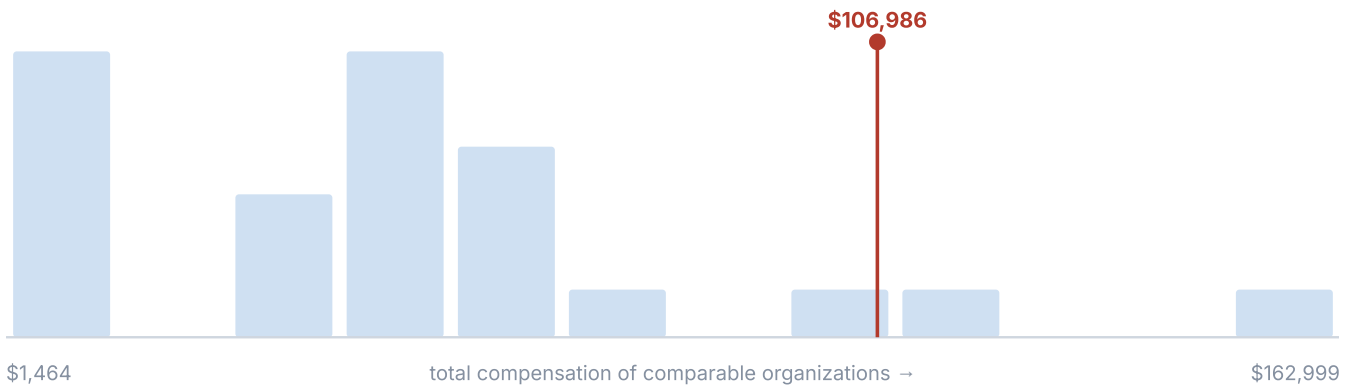
BUDGET Total revenue between \$324,056 and \$725,500 — 0.67x to 1.50x the subject's \$483,667 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P19), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,152	\$23,357	\$46,033	\$60,179	\$100,444	\$106,986
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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
Simple Needs Ga Inc	GA	\$466,614	President	\$42,000	\$43,192	2023
Iniciativa Guatemala	VA	\$508,728	President/executive Direct	\$68,017	\$65,241	2024
Fox Fellowship	NV	\$510,041	Director	\$60,000	\$58,206	2025
Rmdc Eagle Rock Inc	MT	\$443,756	Director	\$13,504	\$14,888	2023
Gesmy West Campus Center	OH	\$429,948	President	\$8,042	\$8,462	2024
Christian Alliance For Orphans	VA	\$428,341	President	\$85,846	\$80,220	2025
Goods Bank Neo	OH	\$557,212	Executive Di	\$43,750	\$46,033	2024
Unico National Inc	NJ	\$409,643	Auditor	\$1,650	\$1,464	2024
Hunters For The Hungry	LA	\$557,946	Executive Director	\$149,009	\$162,999	2024
Esarc Inc	NJ	\$408,893	President	\$35,882	\$31,826	2024
Neon Real Estate Holding Company	MN	\$399,999	President	\$38,459	\$37,752	2024
Lutheran Volunteer Corps	DC	\$592,213	President	\$131,349	\$117,886	2023
Life House	TX	\$368,305	Executive Director	\$14,568	\$14,476	2024
Equal Rights Institute	NC	\$360,912	Executive Dir.	\$102,781	\$105,500	2024
Safe Alternative Foundation For	MD	\$359,980	President & Ceo	\$65,000	\$62,152	2023
The Endowment For Federation	CA	\$610,619	Chief Financial Officer	\$64,889	\$57,307	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Mary's Villa At Riverview li Inc	CO	\$353,883	Director	\$34,463	\$33,798	2023
Roots 2empower	RI	\$352,772	President	\$56,700	\$54,010	2024
Everymom Nfp	IL	\$342,510	Pres&exec. Dir	\$50,769	\$49,583	2024
Catholic Charities Housing Corporation	OH	\$630,632	President & Ceo	\$41,732	\$45,206	2023
Sea Change Yoga	ME	\$325,842	Director	\$8,390	\$8,346	2024
Wasi Social Innovation Inc	NY	\$680,150	President (As Of 2/2/24)	\$13,270	\$11,912	2024
Casa Support Council For Pima County In	AZ	\$690,196	Executive Director	\$51,238	\$48,952	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 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 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	23 organizations. Compensation range \$1,464–\$162,999; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$483,667); for reference, expenses \$431,199 and assets \$523,769.
ROLE MATCH	Elaine Whitford, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	91 st
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	57 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 (Elaine Whitford) 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 23 similarly situated organizations (Same NTEE sector (P19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$106,986 is reasonable (approximately the 91st 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.