

Drayton Pines Inc

Executive Director / CEO

EIN 814265588
 NC · NTEE L20
 FY ending 2024-09-30
 June 10, 2026

This analysis benchmarks the total compensation of **Kevin Cheshire, Executive Director / CEO** (\$46,419) against **every comparable organization** that fit the selection criteria — **311** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

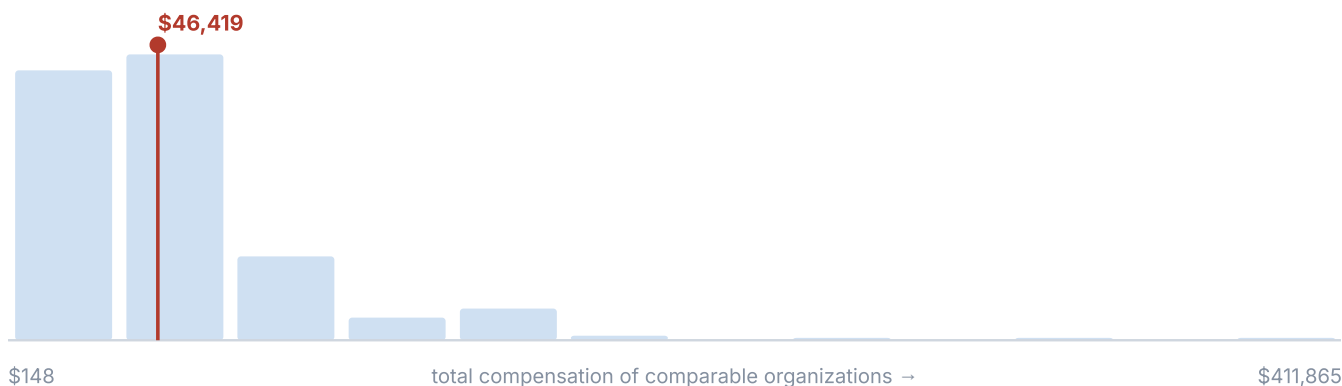
Benchmarked executive: Kevin Cheshire — reported title "SECRETARY/TREASURER", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (L20).
- BUDGET** Total revenue between \$319,644 and \$715,623 — 0.67x to 1.50x the subject's \$477,082 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (L20), nationwide + budget 0.67–1.5x revenue.

311 organizations qualified on sector, size, and geography → **311** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,102	\$20,570	\$44,260	\$63,745	\$99,697	\$46,419
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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
North Texas Housing Partners	TX	\$476,449	President	\$19,755	\$19,125	2024
Colorado Community Land Trust	CO	\$478,191	Ceo/executive Director	\$6,457	\$5,992	2024
Icl Myrtle Avenue Housing	NY	\$475,258	Chair Person	\$25,107	\$22,606	2023
Geel East 182nd Street Corporation	NY	\$479,570	Executive Director	\$28,625	\$25,773	2023
Fenway Companies Inc	MA	\$479,610	Director (As Of 5/24)	\$19,498	\$16,957	2024
Chautauqua Community Residence Inc	NY	\$480,741	Ceo	\$54,422	\$47,594	2024
Brookset Housing Development Fund	NY	\$472,312	President (Through 2/23/24)	\$16,551	\$14,474	2024
Habitat For Humanity Of Wichita Falls	TX	\$472,032	Executive Director	\$46,600	\$46,446	2023
Cohome Inc	NJ	\$484,465	Executive Director	\$6,667	\$5,761	2024
Community Housing In Partnership Inc	NJ	\$485,000	President	\$30,000	\$26,688	2023
Habitat For Humanity Kokomo Community Inc	IN	\$468,189	Executive Director	\$18,897	\$19,856	2023
Paula Apartments Inc	CA	\$467,789	Non-voting Vp/coo	\$53,033	\$44,320	2024
Cantebria Senior Homes	CO	\$486,554	President	\$22,009	\$20,425	2024
DeKalb Throop Housing Development Fund Co Inc	NY	\$466,697	Executive Director	\$84,000	\$73,461	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Housing Independence Inc	FL	\$466,288	Housing Svc Director	\$78,682	\$71,536	2024
Azteca Economic Development Corp	TX	\$489,922	Manager	\$46,103	\$44,633	2024
Assurance Development And Management Corporation	TN	\$490,008	Employee	\$5,669	\$5,619	2025
Hope And Care Outreach	NV	\$464,124	Ceo	\$82,991	\$82,888	2023
Ucc Xxi Inc	OH	\$490,478	Treasurer	\$34,230	\$36,124	2023
Winwood Apartments Inc	IL	\$490,892	President & Ceo	\$6,958	\$6,816	2023
Center On Independent Living Community Development Corporation	TX	\$491,165	Executive Director	\$53,282	\$51,583	2024
Humboldt Bay Housing Development Corp	CA	\$491,172	Cfo	\$32,291	\$26,986	2024
The Davidson Housing Coalition	NC	\$462,855	Executive Dir.	\$55,000	\$56,625	2023
Delaware Community Investment	DE	\$491,339	President	\$34,362	\$32,563	2024
Dlh Low-income Housing Inc	OK	\$462,429	Vice President & Executive Director	\$40,000	\$42,627	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	311 organizations. Compensation range \$148–\$411,865; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$477,082); for reference, expenses \$406,730 and assets \$2,941,956.
ROLE MATCH	Kevin Cheshire, reported title " <i>SECRETARY/TREASURER</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	178 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	53 rd
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	72 nd

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 (Kevin Cheshire) 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 10, 2026, comparing compensation against 311 similarly situated organizations (Same NTEE sector (L20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$46,419 is reasonable (approximately the 53rd 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 10, 2026.