

# Chcp Real Estate Holding Company Inc

Executive Director / CEO

EIN 844800293

FL · NTEE E19

FY ending 2024-05-31

June 9, 2026

This analysis benchmarks the total compensation of **Elodie Dorso, Executive Director / CEO** (\$83,313) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

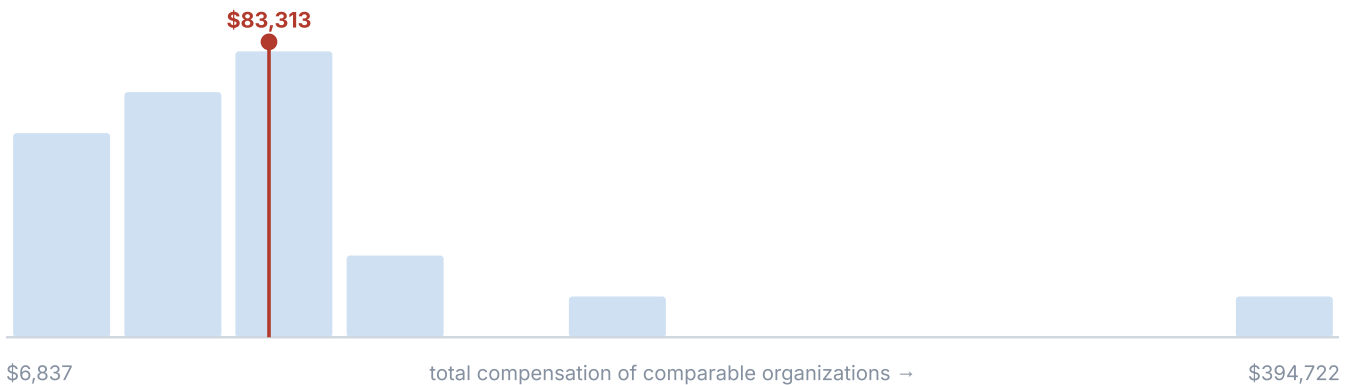
**Benchmarked executive:** Elodie Dorso — reported title "CHAIR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

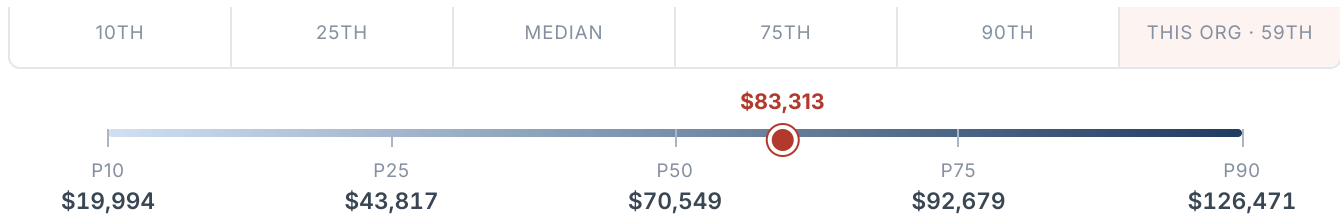
SECTOR	Organizations sharing the subject's NTEE classification (E19).
BUDGET	Total revenue between \$206,448 and \$462,198 — 0.67x to 1.50x the subject's \$308,132 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E19), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,994	\$43,817	\$70,549	\$92,679	\$126,471	<b>\$83,313</b>
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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 FL 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="#">Esperanza Health Center Support</a>	PA	\$310,013	Trustee/cfo	\$22,332	<b>\$24,407</b>	2023
<a href="#">Be Like Josh Foundation</a>	AZ	\$313,939	President	\$19,500	<b>\$19,963</b>	2024
<a href="#">Patient Experience Institute</a>	TN	\$314,847	President	\$36,000	<b>\$40,281</b>	2024
<a href="#">The Brain Recovery Project</a>	CA	\$301,002	Founder & Executive Director	\$7,225	<b>\$6,837</b>	2023
<a href="#">East 17th Street Properties Inc</a>	NY	\$323,324	Former Officer (End Jul 2022)	\$89,471	<b>\$88,604</b>	2023
<a href="#">Allston-brighton Jms Corporation</a>	MA	\$347,000	President And Board Member	\$10,955	<b>\$10,789</b>	2023
<a href="#">Good Samaritan Health Services</a>	PA	\$261,155	President & Ceo - Wellspan Health	\$87,487	<b>\$95,614</b>	2023
<a href="#">Better2gether Rva</a>	VA	\$259,580	Executive Dir.	\$60,000	<b>\$63,490</b>	2023
<a href="#">Community Advocates Of Northern Indiana</a>	IN	\$357,822	Secretary/executive Direct	\$80,521	<b>\$90,390</b>	2024
<a href="#">22zero Follow Me Inc</a>	TN	\$366,744	Executive Director	\$110,000	<b>\$123,081</b>	2024
<a href="#">Svhc Realty Inc</a>	VT	\$240,327	President/ceo	\$368,407	<b>\$394,722</b>	2024
<a href="#">Pharmacists United For Truth And Tr</a>	AZ	\$232,333	Executive Director	\$120,352	<b>\$126,848</b>	2023
<a href="#">La Clinica Vallejo Georgia Street</a>	CA	\$230,460	Chief Executive Officer	\$84,839	<b>\$80,286</b>	2023
<a href="#">Coatesville Center For Community</a>	PA	\$387,945	Executive Director	\$69,284	<b>\$73,548</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nodehealth Foundation</a>	DE	\$398,391	Program Manager	\$57,662	<b>\$60,101</b>	2024
<a href="#">Hebrew Homes Captive Services Inc</a>	NJ	\$400,000	Administrator	\$196,000	<b>\$191,783</b>	2023
<a href="#">Oic Holding Corp</a>	CA	\$215,107	President & Ceo	\$21,421	<b>\$20,272</b>	2023
<a href="#">Congress Of Neurological Surgeons</a>	IL	\$433,680	Chief Executive Officer-Cns	\$52,004	<b>\$54,423</b>	2024
<a href="#">California Telehealth Network</a>	OR	\$436,281	Chief Executive Officer	\$90,614	<b>\$89,575</b>	2024
<a href="#">Donate Life Maryland Inc</a>	MD	\$438,298	Executive Director	\$93,893	<b>\$93,442</b>	2024
<a href="#">Crescentcare Holdings Inc</a>	LA	\$444,667	Ceo	\$52,094	<b>\$61,061</b>	2024
<a href="#">Eastcentral Pa Ahec</a>	PA	\$452,732	Executive Director	\$63,634	<b>\$67,550</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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** 22 organizations. Compensation range \$6,837–\$394,722; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$308,132); for reference, expenses \$955,704 and assets \$29,749,097. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Elodie Dorso, reported title "*CHAIR*", 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** 10 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	86 <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 (Elodie Dorso) 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 22 similarly situated organizations (Same NTEE sector (E19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,313 is reasonable (approximately the 59<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 9, 2026.