

Caf Re Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Paul Churchill, Executive Director / CEO** (\$8,364) against **every comparable organization** that fit the selection criteria — **124** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Paul Churchill — reported title "President / Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

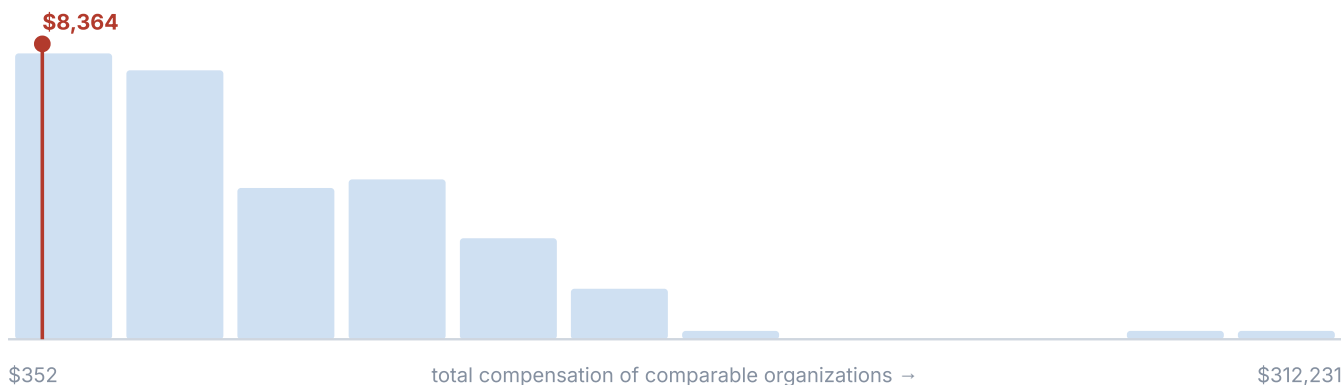
SECTOR Organizations sharing the subject's NTEE classification (U02).

BUDGET Total revenue between \$196,663 and \$440,292 — 0.67x to 1.50x the subject's \$293,528 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (U), nationwide + budget 0.67–1.5x revenue.

124 organizations qualified on sector, size, and geography → **124** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,469

\$23,585

\$49,278

\$93,992

\$120,058

\$8,364



■ 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 MT 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
Cave Research Foundation Inc	KY	\$291,053	President	\$2,333	\$2,325	2024
Less Death Inc	CA	\$290,067	President And Co-executive Director	\$34,000	\$27,236	2024
Akron Fossils And Science Center	OH	\$288,481	Executive Director	\$40,461	\$39,756	2024
Association Of Space Explorers Usa	TX	\$288,370	Executive Director/secretary	\$109,308	\$101,436	2024
Aci Center Of Excellence For Carbon	MI	\$288,265	Secretary/executive Direct	\$37,064	\$35,490	2024
Spark Photonics Foundation Inc	MA	\$298,800	Clerk	\$30,447	\$26,131	2023
Pacific Impact Zone	CA	\$284,456	Executive Director	\$82,623	\$70,935	2022
Psychological Clinical Science	IN	\$303,240	Executive Director	\$130,000	\$123,902	2025
Network Time Foundation Inc	OR	\$283,432	Sec/treas	\$14,950	\$12,880	2024
Consumer Brands Association Foundation	VA	\$281,213	Acting Ed	\$66,492	\$59,559	2024
Deltaquest Foundation Inc	MA	\$280,722	President And Chief Scientist	\$335,128	\$272,176	2025
Ecological Building Network	CA	\$279,493	Director	\$39,000	\$32,164	2023
San Antonio Community Resource Directory	TX	\$279,408	Executive Dir.	\$45,213	\$41,957	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tecbridge	PA	\$277,315	Executive Director	\$110,677	\$105,415	2023
Acpa Foundation	IL	\$277,234	President/chair	\$35,164	\$32,071	2024
Mid-atlantic Gigabit Innovation Collaboratory Inc	MD	\$309,847	Executive Director	\$51,877	\$43,834	2025
North American Associates Of The	NY	\$309,994	Executive Di	\$98,333	\$82,432	2024
Peyton's Project	TX	\$312,255	Executive Director	\$39,240	\$36,414	2024
Santa Rosa Plateau Foundation	CA	\$313,310	Executive Director	\$57,242	\$44,673	2025
Kacyra Family Foundation	CA	\$273,688	Director	\$26,407	\$21,154	2024
Boston Groundwater Trust	MA	\$273,315	Executive Director	\$126,120	\$102,429	2025
Forever Family Foundation Inc	NY	\$314,593	First Vice President	\$6,070	\$5,238	2023
Nebraska Coalition For Life Saving Cures	NE	\$272,121	Executive Director	\$99,000	\$98,781	2024
Landweb Inc	VT	\$315,096	Secretary/exec Director	\$55,181	\$53,047	2023
South Jersey Innovation Center	NJ	\$318,444	Executive Director	\$21,000	\$17,907	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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	124 organizations. Compensation range \$352–\$312,231; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$293,528); for reference, expenses \$175,306 and assets \$152,959. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Paul Churchill, reported title " <i>President / Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 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	7 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	6 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 (Paul Churchill) 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 124 similarly situated organizations (Same NTEE major group (U), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$8,364 is reasonable (approximately the 7th 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.