

# Circle K International Inc

Executive Director / CEO

EIN 010772160

IN · NTEE O51

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Study-campbell, Executive Director / CEO** (\$36,161) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **27<sup>th</sup>** percentile of comparable organizations within the typical range

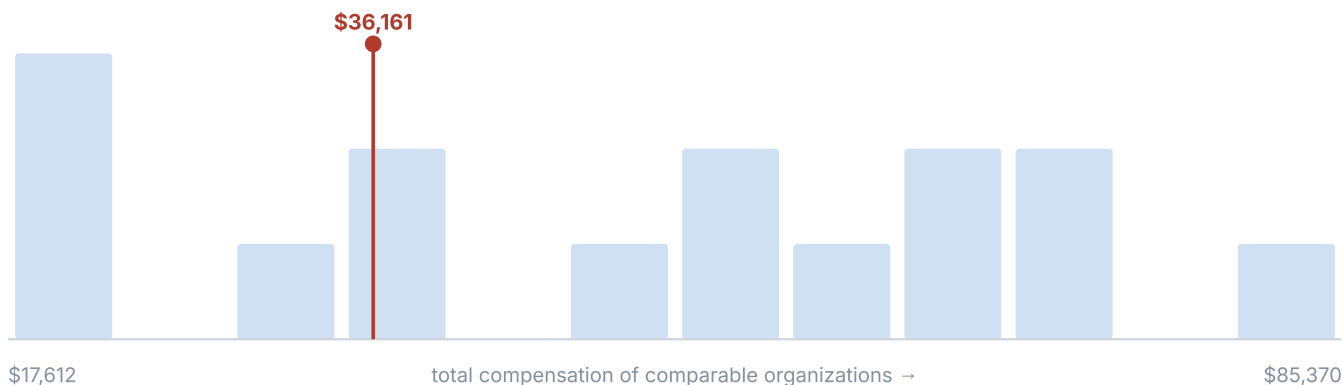
**Benchmarked executive:** Michelle Study-campbell — reported title “KYP EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O51).
BUDGET	Total revenue between \$250,139 and \$560,013 — 0.67x to 1.50x the subject's \$373,342 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O51), nationwide + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,997	\$35,721	\$53,249	\$64,411	\$72,437	\$36,161
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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 IN 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="#">Youth As Resources Inc</a>	MD	\$362,825	Executive Dir.	\$71,680	<b>\$65,424</b>	2023
<a href="#">Punx With Purpose</a>	OR	\$394,808	Treasurer	\$20,000	<b>\$17,612</b>	2024
<a href="#">Sports Mentorship Academy</a>	MN	\$339,932	Executive Di	\$55,200	<b>\$53,249</b>	2023
<a href="#">Grow Healthy Kids Inc</a>	FL	\$426,636	Executive Di	\$25,500	<b>\$22,716</b>	2024
<a href="#">Southtown Youth Programs Center</a>	IL	\$426,970	President	\$50,405	<b>\$48,378</b>	2023
<a href="#">Youth Challenge Inc</a>	CO	\$436,137	Director	\$61,250	<b>\$55,693</b>	2024
<a href="#">Young Adults For Positive Action Of Colorado</a>	LA	\$307,456	Executive Director	\$54,500	<b>\$58,588</b>	2023
<a href="#">We Love Philly</a>	PA	\$303,074	Executive Director	\$72,859	<b>\$70,933</b>	2023
<a href="#">Hope Offered To People Everywhere</a>	OH	\$303,070	President	\$34,000	<b>\$34,148</b>	2024
<a href="#">Center For Acknowledging The Values Accomplishments And Lives Of</a>	TX	\$445,331	Executive Director	\$90,000	<b>\$85,370</b>	2024
<a href="#">Jobs By George Foundation</a>	CO	\$298,932	President	\$20,000	<b>\$18,185</b>	2024
<a href="#">The Consumption Literacy Project</a>	CO	\$294,184	Secretary	\$42,750	<b>\$40,020</b>	2023
<a href="#">Open Doors For Youth</a>	MN	\$279,830	Executive Director	\$76,128	<b>\$73,439</b>	2023
<a href="#">Samaritans 365 Foundation Inc</a>	FL	\$273,549	Exec. Direct	\$71,167	<b>\$63,397</b>	2024
<a href="#">Northeastern Pennsylvania Youth Shelter</a>	PA	\$264,551	Executive Director	\$38,307	<b>\$37,294</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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 IN 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

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**PEER COUNT** 15 organizations. Compensation range \$17,612–\$85,370; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$373,342); for reference, expenses \$493,792 and assets \$69,939.

**ROLE MATCH** Michelle Study-campbell, reported title "*KYP EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	27 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	27 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	100 <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

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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 (Michelle Study-campbell) 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 15 similarly situated organizations (Same NTEE sector (O51), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,161 is reasonable (approximately the 27<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.