

Kearsarge Area Council On Aging Inc

Executive Director / CEO

EIN 020457703
 NH · NTEE P81Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kelley Keith, Executive Director / CEO** (\$96,538) against **every comparable organization** that fit the selection criteria — **137** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

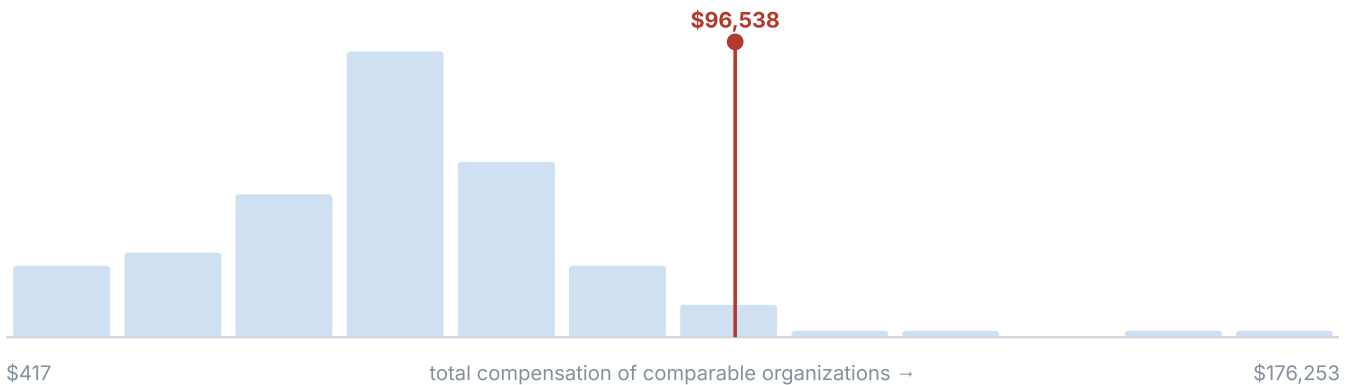
Benchmarked executive: Kelley Keith — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$185,883 and \$416,157 — 0.67x to 1.50x the subject's \$277,438 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

137 organizations qualified on sector, size, and geography → **137** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,042	\$35,609	\$50,420	\$67,470	\$82,512	\$96,538
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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 NH 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
Elderday Center	IL	\$276,559	Ceo	\$67,049	\$73,496	2023
Faith In Action Of Bloomington Normal	IL	\$275,613	Executive Director	\$54,923	\$58,477	2024
Magoffin County Senior Citizens Inc	KY	\$273,160	Exec Dir	\$42,830	\$51,306	2023
Maury County Senior Citizens Inc	TN	\$273,001	Chief Exec O	\$34,109	\$37,828	2025
Franklin County Senior Citizens Inc	ID	\$283,097	Site Manager	\$27,950	\$32,201	2024
Jerome County Senior Citizens	ID	\$283,745	Executive Director	\$49,520	\$57,051	2024
Mascoutah Senior Services	IL	\$270,242	Director	\$26,772	\$29,347	2023
Faribault Area Senior Citizens Inc	MN	\$284,670	Executive Di	\$70,000	\$74,909	2024
Music For All Seasons Inc	NJ	\$269,405	President	\$25,002	\$24,889	2023
Tipton Co Commission On Aging	TN	\$285,980	Exec Director	\$34,165	\$40,041	2023
Vermont Aging Network Consortium Inc	VT	\$267,660	Coo/cfo	\$41,026	\$44,721	2024
Cokeville Senior Citizen Center Inc	WY	\$288,546	Site Director	\$29,562	\$34,283	2024
Crescent Cities Charities Inc	MD	\$289,816	President	\$4,550	\$4,743	2023
Senior Citizens Of Fulton County Inc	KY	\$265,059	Executive Direc	\$12,000	\$14,374	2023
Rapp At Home	VA	\$291,247	Executive Director	\$63,667	\$66,575	2024
Connellsville Area Senior	PA	\$291,594	Executive Di	\$42,921	\$46,355	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Senior Needs Committee Of Wells And Ogunquit	ME	\$291,770	Director At Large	\$45,797	\$49,665	2024
Pillar Inc	CO	\$262,834	Executive Director	\$82,457	\$88,158	2023
Fair Park Activity Center	TN	\$293,399	Exc Director	\$45,000	\$51,227	2024
People Program Inc	LA	\$294,092	Executive Director	\$71,000	\$84,669	2024
Centro Ramon Frade Inc	PR	\$258,115	Executive Director	\$30,275	\$35,045	2021
Martin County Senior Citizens Corporation	KY	\$296,836	Director	\$35,624	\$41,450	2024
Silver Horizons New Mexico Inc	NM	\$297,096	Executive Dir.	\$74,380	\$86,640	2024
Corbin Senior Citizens Inc	KY	\$297,677	Executive Director	\$40,574	\$45,992	2025
Callahan County Aging	TX	\$297,942	Director	\$24,000	\$25,329	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 137 organizations. Compensation range \$417–\$176,253; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$277,438); for reference, expenses \$276,410 and assets \$1,187,383.

ROLE MATCH Kelley Keith, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	94 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	94 th
All sources (D + E + F), adjusted	90 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 (Kelley Keith) 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 137 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,538 is reasonable (approximately the 94th 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.