

# Weokie Credit Union Foundation

Executive Director / CEO

EIN 203687358

OK · NTEE T31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sarah Flanagan, Executive Director / CEO** (\$72,168) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **78<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Sarah Flanagan — reported title “SECRETARY”, 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 (T31).

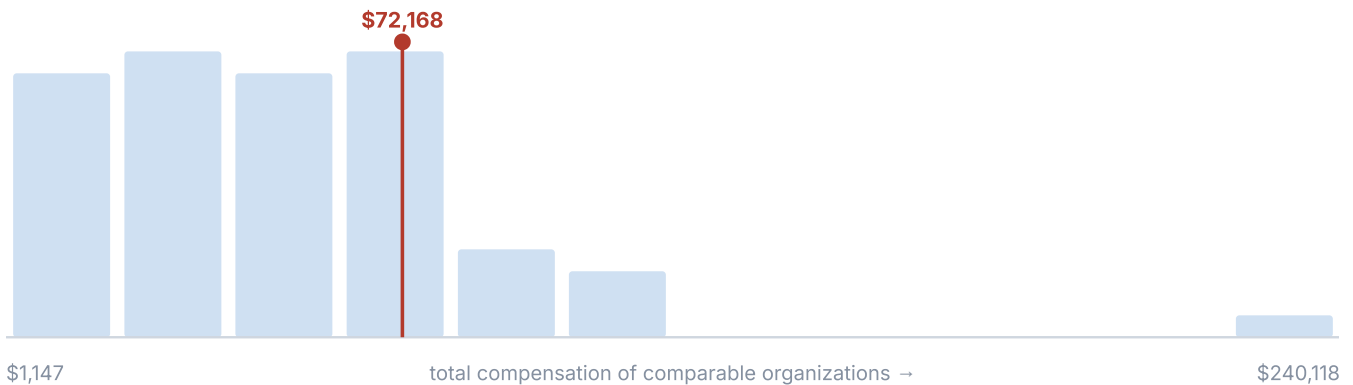
**BUDGET** Total revenue between \$193,592 and \$433,416 — 0.67x to 1.50x the subject's \$288,944 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

**58** organizations qualified on sector, size, and geography

→ **58** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,320	\$25,879	\$46,782	\$68,718	\$92,838	\$72,168
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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 OK 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="#">Wellspring Endowment</a>	TX	\$288,064	Chairmandirector	\$124,318	<b>\$112,935</b>	2024
<a href="#">Helena Area Community Foundation</a>	MT	\$283,404	Executive Director	\$65,177	<b>\$63,804</b>	2024
<a href="#">Quality Of Life Foundation For Metropolitan Dallas</a>	TX	\$281,782	President	\$37,003	<b>\$33,615</b>	2024
<a href="#">Swift Eagle Charitable Foundation</a>	CO	\$274,262	Executive Dir.	\$32,000	<b>\$28,689</b>	2023
<a href="#">Fleet Landing Endowment Fund Inc</a>	FL	\$305,094	Ceo/secretary	\$29,980	<b>\$25,577</b>	2024
<a href="#">Together Empowered Inc</a>	GA	\$268,542	Clinical Director	\$11,310	<b>\$10,061</b>	2025
<a href="#">Visit Champaign County Foundation</a>	IL	\$266,372	Secretary	\$125,888	<b>\$115,715</b>	2023
<a href="#">Carol Ann Lee Memorial Trust</a>	GA	\$265,062	Former Trustee	\$30,847	<b>\$28,999</b>	2023
<a href="#">Langston Boulevard Alliance</a>	VA	\$316,156	Executive Director	\$25,640	<b>\$21,903</b>	2025
<a href="#">Lexington Community Foundation</a>	NE	\$321,845	Executive Director	\$74,995	<b>\$73,253</b>	2024
<a href="#">Real Situations Inc</a>	OH	\$255,499	Sports/program Administrator	\$6,000	<b>\$5,771</b>	2024
<a href="#">Fields Park Trust</a>	GA	\$322,820	Former Trustee	\$37,634	<b>\$34,365</b>	2024
<a href="#">Amenia Wassaic Community Organization</a>	NY	\$323,963	Executive Director	\$118,510	<b>\$97,253</b>	2024
<a href="#">Rochelle Area Community Foundation</a>	IL	\$252,515	Executive Di	\$92,084	<b>\$82,215</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">United Way Of Adams County Inc</a>	PA	\$250,888	Executive Dir.	\$71,169	<b>\$64,454</b>	2024
<a href="#">Phoenixville Community Education</a>	PA	\$327,693	Executive Director	\$45,626	<b>\$42,542</b>	2023
<a href="#">Community Foundation Of Merced County</a>	CA	\$332,274	Executive Director	\$96,154	<b>\$75,403</b>	2024
<a href="#">Stillwater Community Healthcare</a>	MT	\$241,012	Ceo	\$43,294	<b>\$42,382</b>	2024
<a href="#">Greater Cabarrus Foundation</a>	NC	\$340,735	President And Ceo	\$65,000	<b>\$60,994</b>	2024
<a href="#">Middletown Community Foundation Inc</a>	PA	\$235,127	Executive Di	\$5,000	<b>\$4,662</b>	2023
<a href="#">Bridgeport Public Education Fund Inc</a>	CT	\$342,975	Executive Director/secretary	\$82,500	<b>\$70,248</b>	2024
<a href="#">The Freedom To Help Foundation Inc</a>	MD	\$232,308	Executive Director	\$1,312	<b>\$1,147</b>	2023
<a href="#">The Surety Foundation Inc</a>	DC	\$229,532	Sfaa Foundation Liaison	\$57,126	<b>\$45,526</b>	2024
<a href="#">The Pearl Foundation Of The</a>	TN	\$227,530	Program Direct	\$55,650	<b>\$53,123</b>	2024
<a href="#">Friends Of Mascoma Foundation</a>	NH	\$351,739	Interim Ex Director	\$46,800	<b>\$40,403</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	58 organizations. Compensation range \$1,147–\$240,118; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$288,944); for reference, expenses \$250,421 and assets \$483,481.
ROLE MATCH	Sarah Flanagan, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	15 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	78 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	84 <sup>th</sup>
All sources (D + E + F), adjusted	57 <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 (Sarah Flanagan) 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 58 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$72,168 is reasonable (approximately the 78<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.