

Ahp Foundation

Executive Director / CEO

EIN 237359389

VA · NTEE E110

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Alice Ayres Kirkpatrick Mba, Executive Director / CEO** (\$46,042) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Alice Ayres Kirkpatrick Mba — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E110).

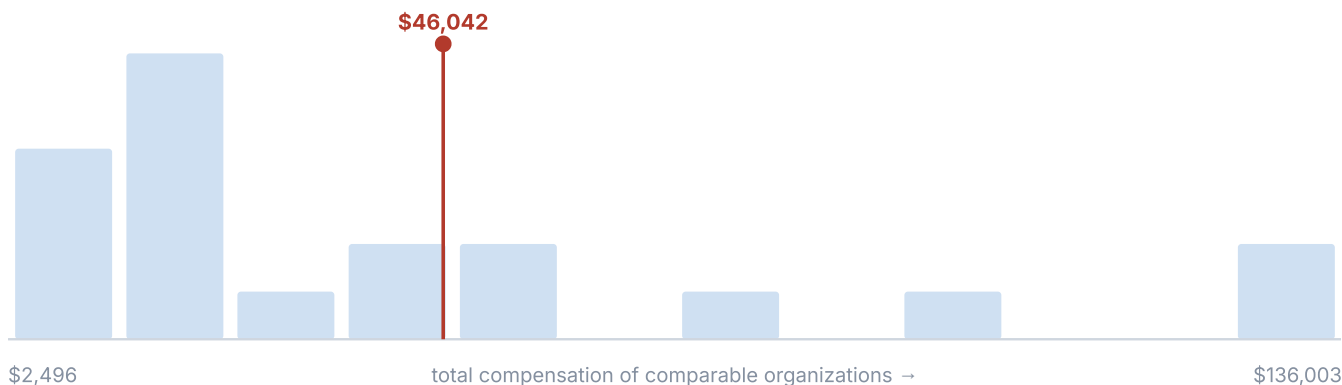
BUDGET Total revenue between \$29,378 and \$65,773 — 0.67x to 1.50x the subject's \$43,849 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography

→ **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,156	\$18,722	\$23,469	\$53,591	\$104,833	\$46,042
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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 VA 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
Harrisburg Medical Center Foundation	IL	\$41,100	President/ceo	\$128,446	\$127,032	2024
Jc Blair Memorial Hospital Foundation	PA	\$37,830	President	\$13,159	\$13,591	2023
Weinstein Hospice Foundation Inc	GA	\$50,932	Ceo And President	\$18,398	\$19,159	2023
Tosa Foundation	TX	\$36,125	Director/president	\$20,842	\$20,973	2024
Jchc Real Estate Inc	NE	\$51,610	Ceo (Thru 08/24)	\$34,663	\$37,505	2024
Pioneer Memorial Foundation	SD	\$51,683	Cfo-pioneer Mem'l Hospital	\$16,468	\$18,284	2024
Kalispell Regional Medical	MT	\$36,004	System Co-ceo	\$43,294	\$46,947	2024
The Ecumenical Center Foundation	TX	\$36,000	Executive Director	\$23,322	\$23,469	2024
Mclaren Hospice And Home Care Foundation	MI	\$52,124	Mhmg Ceo & President	\$51,610	\$53,588	2024
Beth Israel Deaconess Department Of	MA	\$52,224	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$99,283	2024
Health And Wellness Foundation Inc	IL	\$34,127	Director Of The Board	\$30,500	\$29,386	2025
Makenna Foundation Inc	KY	\$33,818	Executive Director	\$17,668	\$19,659	2023
Faulkton Area Medical Center Foundation	SD	\$54,589	Foundation Coordinator	\$2,249	\$2,496	2024
Homecare & Hospice Foundation Inc	NY	\$54,636	Chief Executive Officer	\$22,269	\$20,841	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Columbus County Hospital Foundation Inc	NC	\$57,088	Ceo	\$51,560	\$53,594	2024
Bon Secours Community Hospital Foundation	NY	\$59,079	Ceo - Bschs	\$85,192	\$77,442	2024
Hancock County Health System Foundation	IA	\$59,425	Foundation Director	\$4,615	\$5,084	2024
Dallas County Indigent Care	TX	\$59,611	Chair/president	\$131,276	\$136,003	2023
Young And Brave Inc	CA	\$60,195	Executive Director	\$7,395	\$6,424	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA cost of living and 2023 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 VA 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	19 organizations. Compensation range \$2,496–\$136,003; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$43,849); for reference, expenses \$66,694 and assets \$523,526. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Alice Ayres Kirkpatrick Mba, reported title <i>"PRESIDENT/CEO"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 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	63 rd
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	68 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 (Alice Ayres Kirkpatrick Mba) 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 19 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$46,042 is reasonable (approximately the 63rd 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.