

# North Sunflower Medical Foundation

Executive Director / CEO

EIN 260574698

MS · NTEE F33

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stacy Davis, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **40** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **20<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Stacy Davis — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (F33).

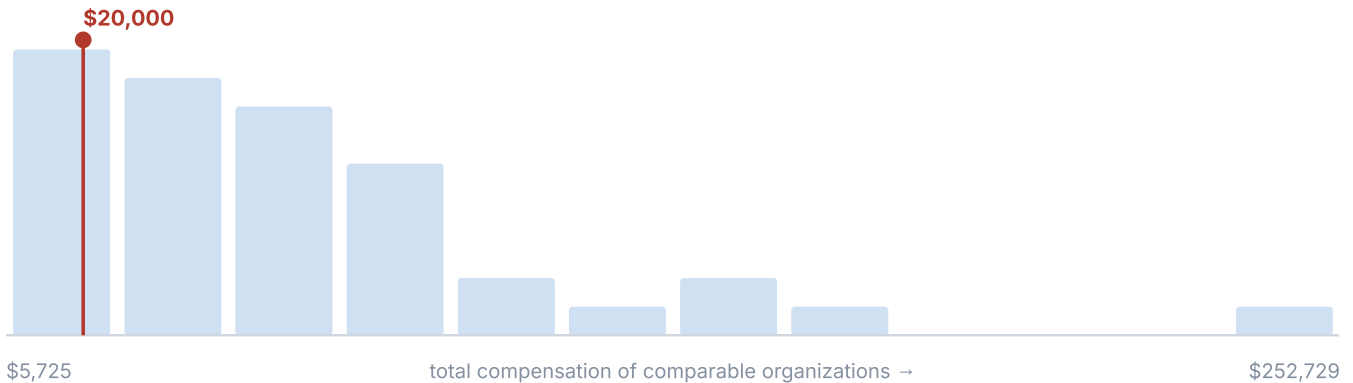
**BUDGET** Total revenue between \$306,074 and \$685,240 — 0.67x to 1.50x the subject's \$456,827 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (F33), nationwide + budget 0.67–1.5x revenue.

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

→ **40** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,711	\$26,061	\$53,069	\$75,737	\$110,917	\$20,000
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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 MS 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="#">Morning Starr New Beginnings</a>	TX	\$456,000	President	\$60,000	<b>\$53,889</b>	2024
<a href="#">Yana House</a>	IL	\$455,297	Executive Director	\$158,600	<b>\$136,389</b>	2025
<a href="#">Kadima Nonprofit Housing Corporation</a>	MI	\$452,605	President	\$36,676	<b>\$33,990</b>	2024
<a href="#">The Ryan Licht Sang Bipolar Foundation Inc</a>	IL	\$450,686	President/director	\$98,200	<b>\$86,682</b>	2024
<a href="#">Acts 1 And 8 Housing</a>	OH	\$469,663	President	\$83,200	<b>\$79,122</b>	2024
<a href="#">Reach Sober Living Inc</a>	MI	\$471,659	Ed/clinical	\$178,534	<b>\$165,457</b>	2024
<a href="#">Guardian Hills Veterans Healing Center</a>	MO	\$481,297	Executive Director	\$41,667	<b>\$39,625</b>	2024
<a href="#">Blue River Housing Corp</a>	MI	\$426,094	President	\$6,000	<b>\$5,725</b>	2023
<a href="#">Adelphoi Services Inc</a>	PA	\$494,100	Assistant Secretary/treasurer	\$7,704	<b>\$6,898</b>	2024
<a href="#">Sheridan Hill House Corporation</a>	NY	\$495,099	Ceo	\$18,651	<b>\$15,579</b>	2023
<a href="#">Clinton Residence Inc</a>	NY	\$504,777	Executive Director	\$7,880	<b>\$6,582</b>	2023
<a href="#">Shepherds Way Inc</a>	KS	\$504,885	President And Ceo	\$18,000	<b>\$17,460</b>	2024
<a href="#">House Of Hope</a>	IA	\$405,819	Executive Director	\$56,667	<b>\$55,710</b>	2024
<a href="#">Feather River Mens Center</a>	CA	\$403,995	Asst Director	\$51,227	<b>\$40,890</b>	2023
<a href="#">Foundations A Place For Education And Recovery Inc</a>	OH	\$402,190	Executive Director	\$61,000	<b>\$59,723</b>	2023
<a href="#">Raising Arrows Ministries</a>	MT	\$526,995	Executive Dir.	\$28,800	<b>\$27,874</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sacred Mountain Retreat Center Inc</a>	SD	\$529,014	President	\$63,602	<b>\$64,886</b>	2023
<a href="#">Nami Of Southwest Ohio</a>	OH	\$530,504	Executive Di	\$75,091	<b>\$73,519</b>	2023
<a href="#">Reunification Transitional Housing Corporation</a>	CA	\$381,894	Ceo	\$72,048	<b>\$57,509</b>	2023
<a href="#">Toby House li Inc</a>	AZ	\$534,948	President/ceo	\$31,340	<b>\$27,062</b>	2024
<a href="#">People Who Care Children's Association</a>	CA	\$368,834	Non-voting Member	\$67,390	<b>\$52,248</b>	2024
<a href="#">Josiahs House Inc</a>	OH	\$545,138	Executive Directorinterim Ch	\$102,738	<b>\$100,588</b>	2023
<a href="#">Midway Apartments Inc</a>	GA	\$367,120	Executive Dir.	\$19,500	<b>\$17,604</b>	2024
<a href="#">Harmony Hill Of Union</a>	WA	\$548,142	Executive Dir.	\$314,392	<b>\$252,729</b>	2024
<a href="#">Vision Of Hope Ministries Inc</a>	IN	\$549,099	President	\$79,659	<b>\$77,653</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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** 40 organizations. Compensation range \$5,725–\$252,729; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$456,827); for reference, expenses \$1,160,765 and assets \$5,401,219. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Stacy Davis, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 11 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	20 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	8 <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 (Stacy Davis) 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 40 similarly situated organizations (Same NTEE sector (F33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 20<sup>th</sup> 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.