

Kentucky Institute For Patient Safety

Executive Director / CEO

EIN 264657040

KY · NTEE E19

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Galvagni, Executive Director / CEO** (\$41,917) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

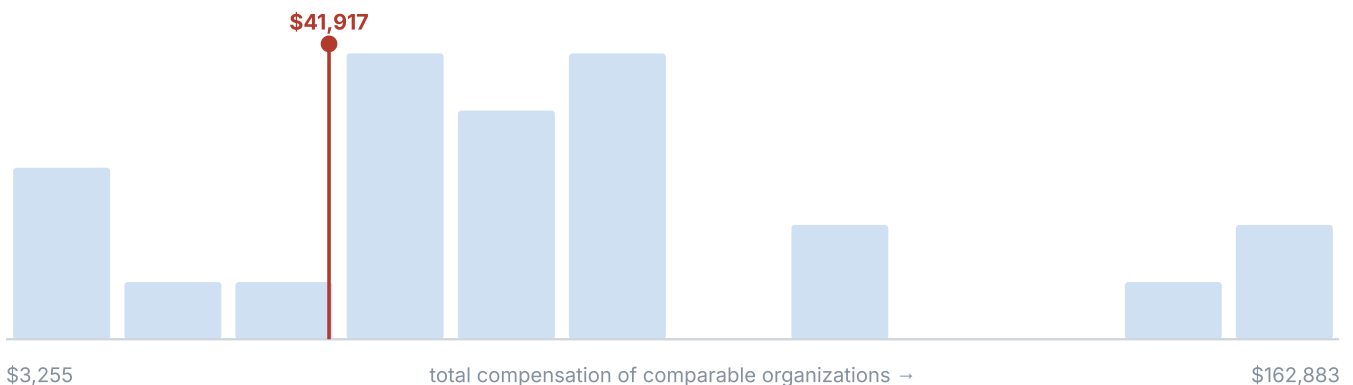
Benchmarked executive: Nancy Galvagni — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E19).
BUDGET	Total revenue between \$331,089 and \$741,246 — 0.67x to 1.50x the subject's \$494,164 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E19), nationwide + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography → **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,062	\$46,105	\$61,547	\$79,701	\$133,769	\$41,917
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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 KY 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
Ambassadors For Community Health -	TX	\$488,994	Exec Director	\$41,064	\$37,137	2024
Bmc Integrated Care Services Inc	MA	\$462,352	Director	\$180,077	\$146,298	2024
Eastcentral Pa Ahec	PA	\$452,732	Executive Director	\$63,634	\$57,371	2024
Crescentcare Holdings Inc	LA	\$444,667	Ceo	\$52,094	\$51,860	2024
World Vasectomy Day Inc	NY	\$545,629	President	\$36,000	\$29,410	2024
Donate Life Maryland Inc	MD	\$438,298	Executive Director	\$93,893	\$79,361	2024
California Telehealth Network	OR	\$436,281	Chief Executive Officer	\$90,614	\$76,077	2024
Congress Of Neurological Surgeons	IL	\$433,680	Chief Executive Officer-Cns	\$52,004	\$46,222	2024
Insure The Uninsured Project	CA	\$555,022	Executive Dir.	\$210,000	\$159,715	2025
California Hospice Network	CA	\$584,958	Chief Executive Officer	\$4,050	\$3,255	2023
Hebrew Homes Captive Services Inc	NJ	\$400,000	Administrator	\$196,000	\$162,883	2023
Nodehealth Foundation	DE	\$398,391	Program Manager	\$57,662	\$51,045	2024
Hearcare Connection Inc	IN	\$598,874	Executive Di	\$82,236	\$80,720	2023
Coatesville Center For Community	PA	\$387,945	Executive Director	\$69,284	\$62,464	2024
22zero Follow Me Inc	TN	\$366,744	Executive Director	\$110,000	\$104,534	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wheatland Memorial Healthcare Foundation	MT	\$629,729	Executive Director	\$13,543	\$13,198	2024
Community Advocates Of Northern Indiana	IN	\$357,822	Secretary/executive Direct	\$80,521	\$76,769	2024
Christmas Without Cancer Nfp	IL	\$631,241	President	\$50,000	\$45,753	2023
Health Care Partners Foundation Inc	CO	\$633,240	Ceo	\$62,500	\$55,782	2023
Allston-brighton Jms Corporation	MA	\$347,000	President And Board Member	\$10,955	\$9,163	2023
Arizona Hospital And Healthcare	AZ	\$664,571	President And Ceo	\$69,732	\$60,630	2024
Icu Baby Inc	FL	\$678,394	Executive Director/ Co-founder	\$89,063	\$77,876	2023
Mercy Property Holdings	OH	\$698,803	President And Chair	\$69,043	\$68,065	2023
The Jackson Chance Foundation	IL	\$723,495	Director	\$110,031	\$97,797	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 24 organizations. Compensation range \$3,255–\$162,883; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$494,164); for reference, expenses \$480,779 and assets \$904,051.

ROLE MATCH	Nancy Galvagni, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	21st
Total compensation (D + F), as reported (no adjustments)	21st
Reportable pay only (column D), adjusted	0th
All sources (D + E + F), adjusted	96th

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 (Nancy Galvagni) 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 24 similarly situated organizations (Same NTEE sector (E19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,917 is reasonable (approximately the 21st 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.