

The Chelsea Hutchison Foundation

Executive Director / CEO

EIN 271317638

CO · NTEE G54

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Julie Hutchison, Executive Director / CEO** (\$72,650) against **every comparable organization** that fit the selection criteria — **372** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

Benchmarked executive: Julie Hutchison — 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 (G54).
BUDGET	Total revenue between \$276,263 and \$618,501 — 0.67x to 1.50x the subject's \$412,334 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

372 organizations qualified on sector, size, and geography → **372** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,793	\$44,451	\$75,286	\$99,856	\$125,941	\$72,650
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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 CO 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
Berrien County Cancer Services Inc	MI	\$412,437	Executive Director	\$88,407	\$97,975	2023
Autism Society Of Greater Akron	OH	\$412,520	Exec. Direc,	\$100,832	\$111,377	2024
The Arc Of Southwest Colorado Inc	CO	\$413,095	Executive Di	\$86,000	\$86,000	2024
Coalition For Headache And Migraine Patients	CA	\$413,287	Executive Director	\$140,000	\$126,075	2024
Nebraska Transition College	NE	\$413,872	Executive Director	\$85,000	\$92,885	2025
Being Alive San Diego	CA	\$410,750	Executive Director	\$105,833	\$92,849	2025
Utah Hemophilia Foundation	UT	\$410,136	Executive Di	\$75,000	\$80,053	2024
Foster Ocular Immunology Society	NY	\$409,007	Executive Di	\$25,461	\$23,994	2024
Tova Community Health Inc	DE	\$408,906	Director	\$150,772	\$153,961	2024
Huntington's Disease Youth Organization	MI	\$415,962	Executive Director	\$110,000	\$118,408	2024
Mitoaction Inc	MI	\$416,574	Ceo	\$111,765	\$120,308	2024
Breslin Research Foundation	NM	\$407,279	President	\$85,000	\$110,366	2021
Allies Linked For The Prevention Of Hiv	ID	\$407,074	Executive Dir.	\$32,927	\$36,530	2024
Camp Dreamcatcher	PA	\$407,018	Executive Di	\$102,180	\$106,267	2024
Breast Friends	OR	\$406,185	Executive Director	\$45,927	\$44,479	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Neuroendocrine Cancer Awareness Network	NY	\$405,089	Exec Director	\$127,650	\$120,295	2024
Partners For Breast Cancer Careinc	FL	\$420,454	Executive Di	\$99,245	\$97,231	2024
The Parkinson Council	PA	\$420,894	Chief Executive Officer	\$118,511	\$123,251	2024
Corporacion El Punto En La Montana	PR	\$422,445	Velez	\$46,080	\$46,080	2024
Ms Hope For A Cure Inc	VT	\$402,109	President	\$125,000	\$131,211	2024
Cancer Resources For Elkhart County	IN	\$402,012	Executive Di	\$99,287	\$109,194	2024
Beautiful Gate Outreach Center Inc	DE	\$423,891	Program Director	\$66,083	\$69,474	2023
Legal Information Network For Cancer	VA	\$424,157	Executive Director	\$87,599	\$90,813	2023
Ellie's Army Inc	FL	\$426,319	Assistant Director	\$61,077	\$59,838	2024
Leukemiatexas Inc	TX	\$398,184	Chief Executive Officer	\$100,299	\$104,633	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 **372** organizations. Compensation range \$195–\$774,405; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$412,334); for reference, expenses \$492,612 and assets \$68,915.
ROLE MATCH	Julie Hutchison, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	48 th
Total compensation (D + F), as reported (no adjustments)	50 th
Reportable pay only (column D), adjusted	49 th
All sources (D + E + F), adjusted	41 st

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 (Julie Hutchison) 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 372 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,650 is reasonable (approximately the 48th 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.