

Community Healthcare Foundation Inc

Executive Director / CEO

EIN **431757553**
 MO · NTEE S50Z
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Julie Jones, Executive Director / CEO** (\$31,494) against **every comparable organization** that fit the selection criteria — **1412** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26th** percentile of comparable organizations within the typical range

Benchmarked executive: Julie Jones — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S50Z).
BUDGET	Total revenue between \$152,753 and \$341,986 — 0.67x to 1.50x the subject's \$227,991 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (S), nationwide + budget 0.67–1.5x revenue.

1,412 organizations qualified on sector, size, and geography → **1,412** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,178	\$29,954	\$55,356	\$77,227	\$106,167	\$31,494
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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 MO 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
Orange Chamber Of Commerce	TX	\$227,908	President & Ceo	\$77,218	\$70,836	2024
Pittsburgh Interfaith Impact Network	PA	\$228,204	Board Member	\$17,240	\$15,766	2024
Mille Lacs Trails Inc	MN	\$228,217	Ceo	\$19,519	\$18,210	2023
Development Partner Institute Inc	IL	\$227,747	Executive Di	\$102,073	\$92,027	2024
Airport Gateway Business Association	WI	\$228,260	Executive Dir.	\$105,325	\$100,874	2024
Melanin Market Inc	FL	\$228,279	President	\$45,000	\$38,768	2024
Dakota Institute For Business And	SD	\$227,434	Ceo	\$159,655	\$166,360	2023
Business & Education Network Inc	KY	\$227,365	Executive Director	\$13,485	\$13,286	2024
Fine Chocolate Industry Association	WA	\$227,361	Executive Dir.	\$56,667	\$47,901	2023
Glover Park Alliance	DC	\$227,283	Executive Director	\$92,942	\$74,795	2024
Jonnycake Center Realty Corporation	RI	\$228,717	Executive Director	\$26,527	\$24,016	2023
New Mexico Independent Power Producers	AZ	\$227,260	Director	\$182,733	\$161,163	2024
Cuero Chamber Of Commerce & Agriculture	TX	\$228,896	Executive Director	\$49,323	\$45,246	2024
Institute For Public Leadership	NE	\$227,033	Executive Director	\$85,000	\$81,679	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Renewing Homes Of Greater Augusta Inc	VA	\$228,987	Executive Dir.	\$17,730	\$15,294	2025
Hawaii Ccim Chapter	HI	\$226,975	Executive Director	\$39,894	\$33,723	2023
Lapine Chamber Of Commerce Inc	OR	\$226,939	Executive Director	\$33,833	\$28,070	2025
Dynamic Community Development Corporation	FL	\$229,047	Business Developer	\$42,686	\$36,774	2024
Shoreline Chamber Of Commerce	CT	\$226,889	President	\$72,500	\$62,339	2024
Newport News Green Foundation Inc	VA	\$229,111	Executive Di	\$71,050	\$64,771	2023
Beautiful Downtown Lewiston	ID	\$226,853	Executive Dir.	\$72,120	\$75,406	2022
Main Street Texarkana	TX	\$229,139	Executive Dir.	\$60,320	\$55,334	2024
Metropolitan Memphis Hotel &	TN	\$229,231	President	\$165,000	\$159,053	2024
The Huub Inc	NJ	\$226,750	Community Organizer	\$33,300	\$27,266	2024
Misquamicut Business Association	RI	\$226,497	Executive Di	\$56,300	\$49,508	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **1412** organizations. Compensation range \$1–\$615,987; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$227,991); for reference, expenses \$44,280 and assets \$4,392,981. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Julie Jones, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	184 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	26 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Julie Jones) 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 1412 similarly situated organizations (Same NTEE major group (S), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$31,494 is reasonable (approximately the 26th 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.