

Epilepsy Foundation Of Missouri

Executive Director / CEO

EIN 436048869

MO · NTEE B99Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Christy Polk, Executive Director / CEO** (\$73,977) against **every comparable organization** that fit the selection criteria — **445** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Christy Polk — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

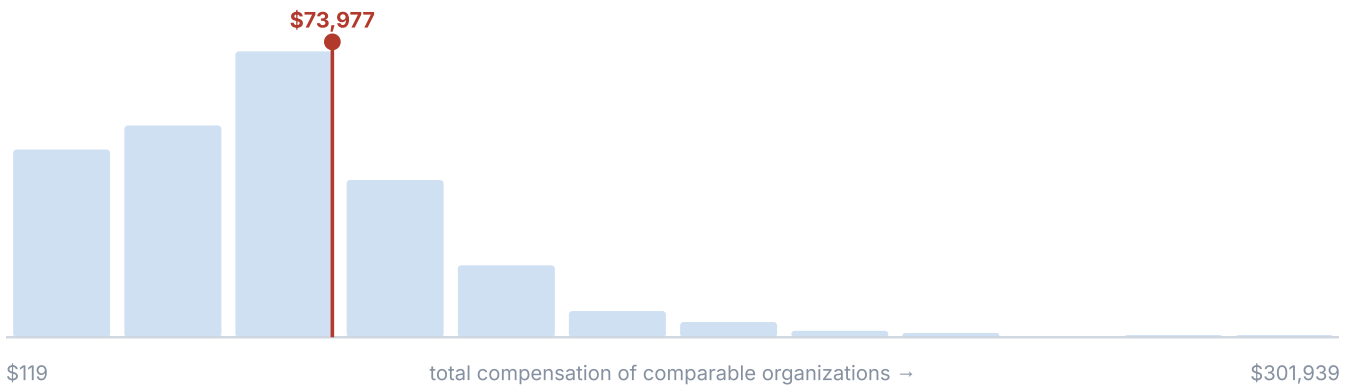
SECTOR Organizations sharing the subject's NTEE classification (B99Z).

BUDGET Total revenue between \$267,933 and \$599,850 — 0.67x to 1.50x the subject's \$399,900 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

445 organizations qualified on sector, size, and geography → **445** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,722	\$33,194	\$57,235	\$81,819	\$109,226	\$73,977
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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
Eduguide	MI	\$399,810	President	\$120,679	\$117,604	2024
One Solution Foundation Inc	IL	\$400,202	Executive Director	\$61,004	\$58,297	2023
Arts Media And Entertainment Institute Inc	CA	\$399,515	Executive Director	\$82,378	\$67,161	2024
Colorado High School Coaches Association Inc	CO	\$400,414	Executive Director	\$72,141	\$65,311	2024
Sunshine Academy Summer School	VA	\$396,640	President	\$20,000	\$18,771	2023
Shaking The Tree Inc	OR	\$403,550	President	\$53,500	\$48,294	2023
Look Ahead America Inc	DC	\$403,844	President	\$43,737	\$37,307	2023
City Learners Inc Db a My City School	CA	\$403,881	Executive Dir.	\$100,223	\$81,709	2024
Communities In Schools Of Candler Co Inc	GA	\$395,553	Director	\$36,575	\$33,826	2025
Compass For Affordable Housing	CA	\$404,252	Executive Director	\$65,697	\$55,144	2023
Aamva Region Ii Inc	VA	\$395,339	Director, Regions I & Ii	\$15,357	\$14,414	2023
Cumberland County Bar Association	PA	\$395,243	Executive Di	\$76,065	\$71,618	2024
Stark Education Partnership Inc	OH	\$395,046	President	\$196,358	\$202,158	2023
Murray Education Foundation	UT	\$394,832	Director	\$13,541	\$13,085	2024
Freedom Center For	DE	\$394,810	Executive Di	\$53,200	\$49,182	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anoka Hennepin Educational Foundation Incorporated	MN	\$405,096	Executive Director	\$87,701	\$81,819	2024
Santa Ana Education Facilities	CA	\$405,324	Executive Director	\$52,091	\$42,469	2024
Adult Learning Center	SC	\$394,287	Director	\$100,455	\$96,396	2025
The Education And Research Foundation	NY	\$405,758	President	\$47,500	\$40,525	2024
Wayne Township Education Foundation Inc	IN	\$405,780	Executive Director	\$72,978	\$70,789	2025
The Nobility Project	TX	\$392,021	Executive Director	\$96,336	\$93,672	2023
Atlantic Indoor Association	NC	\$408,083	Colorguard C	\$1,500	\$1,425	2025
Jump In Foundation Inc	WI	\$408,226	Executive Director	\$40,000	\$40,606	2023
Center For Open Data Enterprise Inc	DC	\$408,476	President Andsecretary	\$83,333	\$69,043	2024
Bluedoor Education Center Inc	CA	\$409,390	Treasurer	\$62,508	\$50,961	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 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 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 445 organizations. Compensation range \$119–\$301,939; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$399,900); for reference, expenses \$394,878 and assets \$226,633.

ROLE MATCH	Christy Polk, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	68 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	61 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 (Christy Polk) 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 445 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,977 is reasonable (approximately the 68th 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.