

West Virginia Healthy Kids And Families Coalition

Executive Director / CEO

EIN 452857448
 WV · NTEE E70
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kathy Ferguson, Executive Director / CEO** (\$48,030) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **37th** percentile of comparable organizations within the typical range

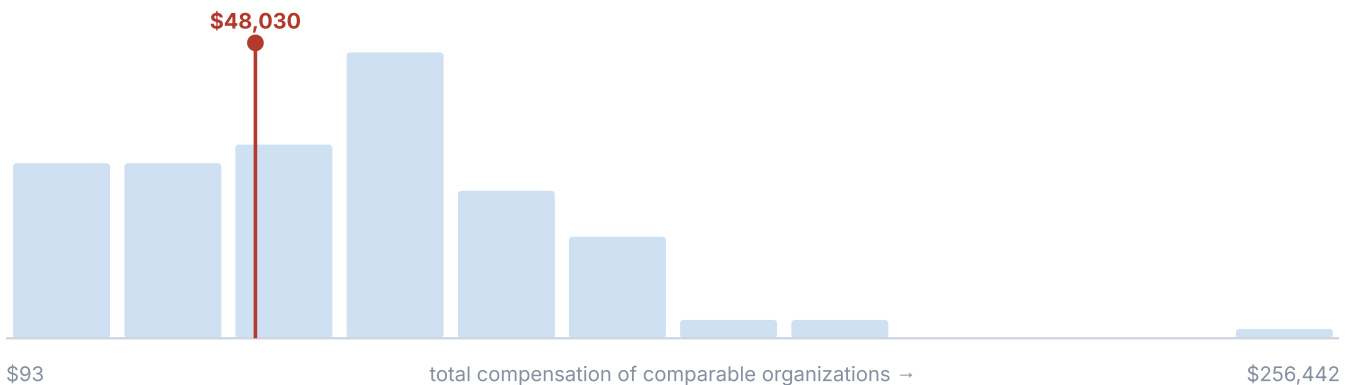
Benchmarked executive: Kathy Ferguson — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between \$194,266 and \$434,925 — 0.67x to 1.50x the subject's \$289,950 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

122 organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,102 10TH	\$35,487 25TH	\$64,719 MEDIAN	\$88,195 75TH	\$114,342 90TH	\$48,030 THIS ORG · 37TH
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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 WV 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
Hueman Partnership	MN	\$292,159	Executive Director	\$103,442	\$91,693	2024
Scenic Rivers Area Health Education	WI	\$287,248	Executive Director	\$84,732	\$79,384	2024
Bartow Health Access Inc	GA	\$286,417	Executive Director	\$28,600	\$25,797	2024
Living Well Foundation	MO	\$286,403	Ceo	\$174,081	\$165,403	2024
Mundo De Ninos Academy	CA	\$293,914	President	\$16,647	\$12,895	2024
Family Voices Of Minnesota	MN	\$293,977	Executive Director	\$70,686	\$62,657	2024
Holistic Health Community Inc	NY	\$294,421	Executive Director	\$85,200	\$69,066	2024
American Migraine Foundation Inc	NY	\$294,663	Executive Director	\$1,000	\$810	2024
Azcert	AZ	\$295,291	Coo	\$151,000	\$134,123	2023
Northwest Pa Area Health Education Cente	PA	\$296,918	Executive Dir.	\$74,279	\$64,737	2025
Faith Hope & Love Christian Ministr	GA	\$297,330	Medical Dire	\$136,500	\$123,124	2024
Minority Organ And Tissue Transplant	OH	\$281,229	President And Ceo	\$51,618	\$49,045	2024
Boone County Hospital Foundation	IA	\$298,829	Executive Dir.	\$26,449	\$25,310	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Yoga Sanctuary	MN	\$280,633	Exective Dir	\$14,333	\$12,705	2024
East Hawaii Health Pharmacy	HI	\$279,924	President	\$54,959	\$45,445	2023
Adams County Memorial Hospital	IN	\$276,484	Executive Director	\$25,305	\$24,646	2023
Nevada Medical Center Inc	NV	\$305,650	President	\$85,800	\$75,164	2025
California Coalition For Harm Reduction	CA	\$272,222	Chief Executive Office	\$331,050	\$256,442	2024
Upstream Public Health	OR	\$308,414	Executive Director	\$55,500	\$46,236	2024
Midwest Street Medicine	SD	\$308,652	Medical Director	\$30,000	\$28,936	2025
Starting Hearts	CO	\$310,830	Executive Director	\$92,000	\$81,475	2023
His Healing Hands	CA	\$311,958	Ceo	\$93,936	\$72,766	2024
Breastfeeding Outreach For Our	OH	\$313,880	Executive Di	\$151,218	\$143,680	2024
Modern Spirit Organization Inc	AZ	\$265,847	Executive Dir.	\$85,000	\$73,333	2024
Maasha Trust	MA	\$265,269	Director	\$146,500	\$121,587	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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 122 organizations. Compensation range \$93–\$256,442; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$289,950); for reference, expenses \$202,636 and assets \$460,500.
ROLE MATCH	Kathy Ferguson, reported title "EXECUTIVE DIRECTOR", 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	1 peer 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	37 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	30 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 (Kathy Ferguson) 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 122 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$48,030 is reasonable (approximately the 37th 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.