

Chris Norton Foundation

Executive Director / CEO

EIN 460831711

IA · NTEE E128

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Terry Norton, Executive Director / CEO** (\$14,400) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

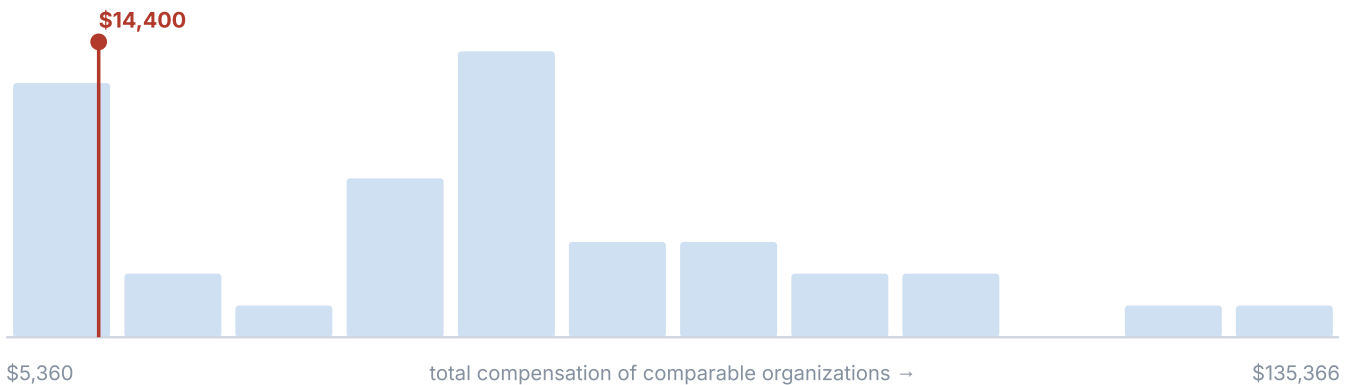
Benchmarked executive: Terry Norton — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E128).
BUDGET	Total revenue between \$174,835 and \$391,423 — 0.67x to 1.50x the subject's \$260,949 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,883	\$24,497	\$50,018	\$65,554	\$91,525	\$14,400
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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 IA 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
Indian River County Medical Society	FL	\$259,400	Executive Di	\$64,958	\$55,732	2024
Hillcrest Health Foundation	TX	\$250,580	Dir/interim Pres/ceo (Thru 1/5)	\$35,499	\$32,431	2024
Richmond Community Services	NY	\$276,866	President/ceo	\$63,618	\$52,503	2024
Wheel To Walk Foundation	OR	\$276,972	Vp	\$59,000	\$50,040	2024
The Yaya Foundation For 4h Leukodystrophy	MN	\$284,117	Executive Director	\$150,000	\$135,366	2024
Unspoken Treasure Society Inc	FL	\$285,484	President	\$82,214	\$70,537	2024
Hospice Help Foundation	NH	\$230,554	Executive Di	\$63,748	\$53,759	2024
Giving Is A Family Tradition	MO	\$292,945	Executive Di	\$42,000	\$40,627	2024
Westfields Hospital Foundation Inc	MN	\$293,816	Director & President	\$64,799	\$60,204	2023
The Julie Fund Inc	MA	\$293,973	Executive Di	\$60,000	\$49,242	2024
Newberry County Hospital Foundation Inc	SC	\$224,812	Vice-chair	\$9,645	\$9,190	2024
Adams County Medical Foundation Inc	OH	\$222,998	Exec Director	\$79,558	\$76,958	2024
Center For Healthy Development	VA	\$298,921	Ceo/president/treasurer	\$92,232	\$81,333	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Anderson Hospital Foundation	IL	\$303,645	Director	\$54,685	\$49,100	2024
The Parachute Foundation	MN	\$216,984	President	\$26,366	\$24,497	2023
Bridge To A Cure Foundation Inc	FL	\$216,743	Executive Director	\$14,000	\$12,012	2024
Stroke Awareness Oregon	OR	\$216,611	Executive Director	\$44,897	\$39,203	2023
Imperial Valley Wellness Foundation	CA	\$314,537	Executive Director	\$128,140	\$98,450	2025
Saint Alphonsus Medical Center-nampa	ID	\$317,603	Development Officer	\$15,885	\$15,889	2023
The Chandler Project Inc	AR	\$320,872	President	\$70,500	\$74,512	2023
Van Sciver Corporation	NJ	\$200,632	President & Ceo	\$59,580	\$50,018	2023
District 7 Hospital Emergency Planning	IN	\$197,219	Non-voting Treasurer/fisca	\$54,158	\$52,161	2024
Lawndale Christian Supporting	IL	\$194,660	President	\$17,947	\$16,114	2024
Beacon Hill Foundation	MI	\$330,185	President & Ceo & Trustee	\$24,270	\$22,879	2024
Tsf Incorporated	DE	\$183,778	President	\$44,200	\$40,694	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 IA 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	37 organizations. Compensation range \$5,360–\$135,366; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$260,949); for reference, expenses \$258,013 and assets \$158,706.
ROLE MATCH	Terry Norton, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 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	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	8 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 (Terry Norton) 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 37 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,400 is reasonable (approximately the 14th 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.