

Tsf Incorporated

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kathleen Buckley, Executive Director / CEO** (\$44,200) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

Benchmarked executive: Kathleen Buckley — 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 (E12).

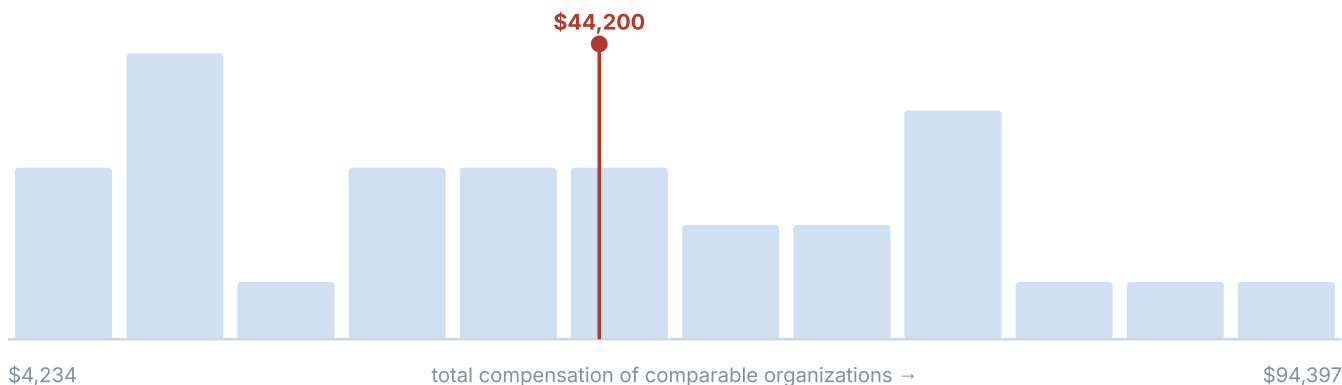
BUDGET Total revenue between \$123,131 and \$275,667 — 0.67x to 1.50x the subject's \$183,778 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,433

\$17,503

\$39,293

\$60,534

\$72,254

\$44,200



● 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 DE 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
Creel Family Philanthropies	TX	\$181,568	Executive Di	\$8,496	\$8,430	2024
Kansas Children's Foundation	KS	\$181,090	Executive Director	\$88,083	\$94,397	2024
Lancaster Patient Care Center	NH	\$179,000	System Ceo	\$18,318	\$16,778	2024
Noise For Now	NM	\$178,767	Executive Dir.	\$64,698	\$71,068	2023
Tri-county Memorial Foundation Inc	WI	\$178,267	Ceo-bghs	\$68,728	\$71,202	2024
Frank Hadley And Cornelia Root Ginn	OH	\$175,530	Treasurer	\$46,913	\$49,290	2024
Lawndale Christian Supporting	IL	\$194,660	President	\$17,947	\$17,503	2024
District 7 Hospital Emergency Planning	IN	\$197,219	Non-voting Treasurer/fisca	\$54,158	\$56,655	2024
Van Sciver Corporation	NJ	\$200,632	President & Ceo	\$59,580	\$54,328	2023
Pcc Foundation	IL	\$166,555	Director, Started Oct 2024	\$4,456	\$4,234	2025
Circle Of Hope Inc	CA	\$159,841	Ceo	\$45,872	\$39,293	2024
Upland Hills Health Foundation Inc	WI	\$157,040	President/ceo - Uhh	\$27,818	\$28,819	2024
Cooper Trooper Foundation	TN	\$156,117	Executive Director	\$36,000	\$38,646	2023
Living Organ Donor Assistance Fund	CA	\$155,462	Director/ceo	\$77,000	\$67,905	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Medical Staff Of Englewood Hospital	NJ	\$152,463	President	\$30,000	\$27,355	2023
Stroke Awareness Oregon	OR	\$216,611	Executive Director	\$44,897	\$42,581	2023
Bridge To A Cure Foundation Inc	FL	\$216,743	Executive Director	\$14,000	\$13,046	2024
The Parachute Foundation	MN	\$216,984	President	\$26,366	\$26,607	2023
Legacy Connection	AZ	\$147,848	Director/ceo	\$35,595	\$33,958	2024
Adams County Medical Foundation Inc	OH	\$222,998	Exec Director	\$79,558	\$83,588	2024
Newberry County Hospital Foundation Inc	SC	\$224,812	Vice-chair	\$9,645	\$9,981	2024
Brunswick Novant Medical Center	NC	\$139,045	Exec Director	\$14,316	\$15,107	2023
Colorado Safety Net Collaborative	CO	\$138,886	Managing Consultant	\$50,000	\$48,964	2023
Hospice Help Foundation	NH	\$230,554	Executive Di	\$63,748	\$58,391	2024
Church Home & Hosp Of The City Of	MD	\$132,854	President/director	\$68,921	\$65,806	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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 29 organizations. Compensation range \$4,234–\$94,397; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$183,778); for reference, expenses \$210,729 and assets \$1,407,485.

ROLE MATCH Kathleen Buckley, reported title "*President*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	55 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	69 th
All sources (D + E + F), adjusted	28 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 (Kathleen Buckley) 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 29 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,200 is reasonable (approximately the 55th 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.