

East Peoria Community Foundation Nfp

Executive Director / CEO

EIN 471742811

IL · NTEE S20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kindra Cunningham, Executive Director / CEO** (\$1,800) against **every comparable organization** that fit the selection criteria — **111** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Kindra Cunningham — reported title "Administrative Assistant", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (S20).

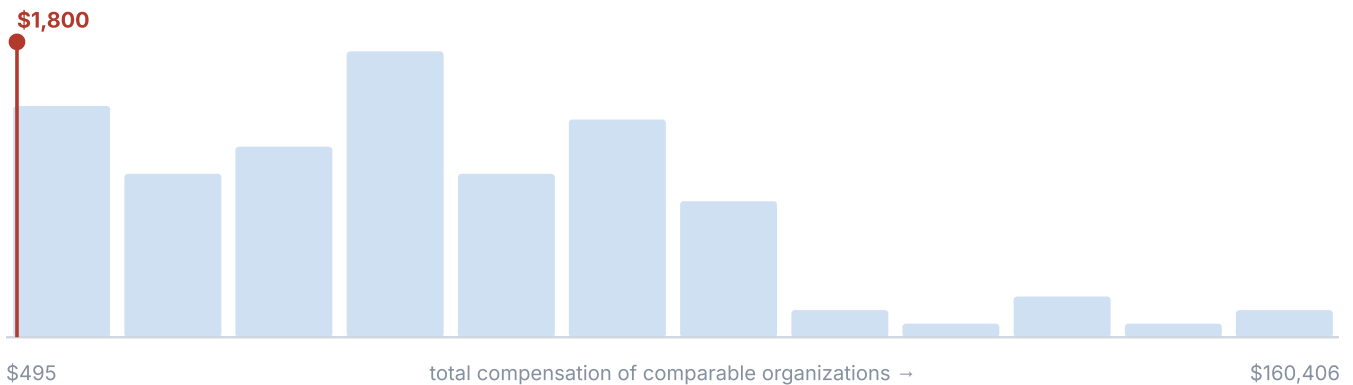
BUDGET Total revenue between \$90,470 and \$202,545 — 0.67x to 1.50x the subject's \$135,030 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

111 organizations qualified on sector, size, and geography

→ **111** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,255

\$26,775

\$48,813

\$71,689

\$91,081

\$1,800



■ 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 IL 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
Grow Grand Island Inc	NE	\$135,084	Chair Person	\$30,000	\$31,879	2024
Murray Main Street Program Inc	KY	\$134,398	Executive Director	\$47,187	\$50,087	2024
Main Street Fairmont Inc	WV	\$136,324	Executive Di	\$1,875	\$2,065	2023
Egleston Square Main Street Inc	MA	\$133,546	Executive Director	\$56,435	\$48,813	2025
West Broadway Neighborhood Association	RI	\$133,281	Executive Director	\$45,619	\$43,218	2024
Community En Accion	TX	\$133,058	Executive Director	\$102,500	\$101,300	2024
Thrive On Network Inc	NY	\$139,340	Founder + Executive Director	\$81,500	\$77,981	2022
Northwest Ottawa Chamber Foundation	MI	\$139,424	President	\$4,042	\$4,016	2025
Main Street Searcy Inc	AR	\$139,692	Executive Direc	\$51,879	\$57,615	2024
Friends Of Residential Treasuresla	CA	\$140,465	Executive Director	\$17,500	\$14,930	2024
Genesis Group Vision To Reality Inc	NY	\$128,700	President/ceo	\$92,857	\$80,763	2025
Greater Palm River Point Community Development Corporation	FL	\$128,346	Executive Director	\$76,000	\$70,539	2024
Newburg Community Club	ND	\$128,292	President	\$5,800	\$6,126	2025
Worldnets Synergy Foundation	PR	\$143,000	Executive Dire	\$86,058	\$83,589	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mountaineer Hbpa Benevolent Trust	WV	\$127,040	Trust Administrator	\$20,533	\$21,965	2024
Central Florida Utility & Transport Contractors Association Inc	FL	\$144,559	Executive Director	\$37,700	\$34,991	2024
El Dorado Main Street Inc	KS	\$124,748	Executive Director	\$35,000	\$37,358	2024
Summit Impact	CA	\$124,138	Executive Di	\$175,464	\$154,115	2023
Action Baybrook Inc	MD	\$147,421	Founder And Ceo	\$14,597	\$13,483	2024
Community Foundation Of Grant County	IN	\$148,126	Executive Director (Part-year)	\$50,042	\$53,678	2023
Hustle Winston-salem	NC	\$120,434	Executive Director	\$33,333	\$35,033	2023
Bexley Area Chamber Of Commerce	OH	\$119,719	Executive Di	\$47,539	\$49,746	2024
Tourism-recreation Investment Partnership Of David	NC	\$119,621	Executive Director	\$79,166	\$78,734	2025
Keep Ohio Beautiful Inc	OH	\$150,982	Executive Director	\$72,536	\$75,904	2024
Serverie	PA	\$151,244	Chariman	\$94,567	\$93,173	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 111 organizations. Compensation range \$495–\$160,406; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$135,030); for reference, expenses \$279,538 and assets \$316,526. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kindra Cunningham, reported title <i>"Administrative Assistant"</i> , benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	12 th
All sources (D + E + F), adjusted	2 nd

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 (Kindra Cunningham) 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 111 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$1,800 is reasonable (approximately the 2nd 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.