

Christ Community Health Coalition

Executive Director / CEO

EIN 472912503
 OK · NTEE E70
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Reid Hebert, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **129** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

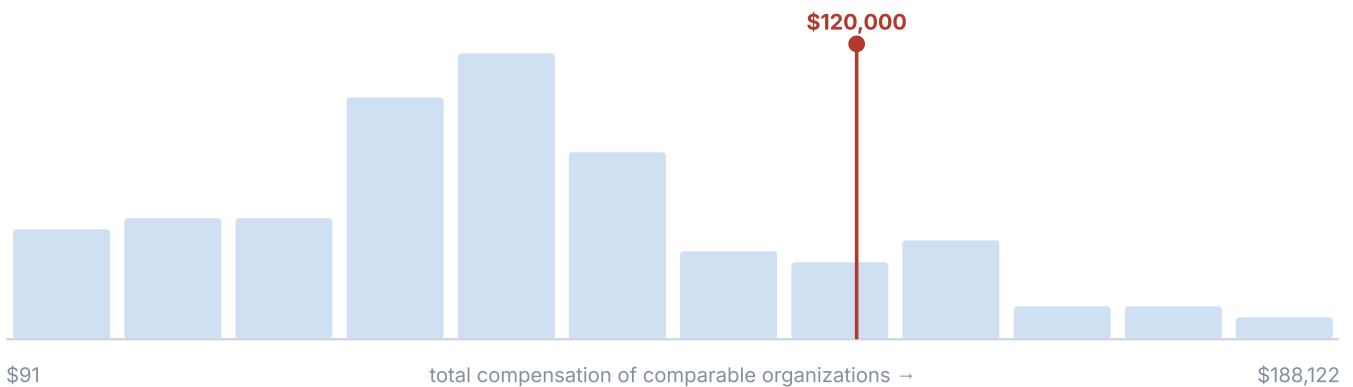
Benchmarked executive: Reid Hebert — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between \$282,616 and \$632,724 — 0.67x to 1.50x the subject's \$421,816 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

129 organizations qualified on sector, size, and geography → **129** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,008	\$47,228	\$70,663	\$93,100	\$132,352	\$120,000
----------	----------	----------	----------	-----------	-----------



● 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 OK 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
Nontoxic Certified Inc	NY	\$421,871	President & Ceo	\$83,334	\$66,424	2024
Care To Share Smile	MA	\$422,391	President	\$12,500	\$9,908	2024
Get Healthy Utah	UT	\$419,302	Executive Di	\$91,292	\$82,419	2024
C & S Patient Education Foundation	PA	\$426,917	Executive Director, Secret	\$123,466	\$108,608	2024
Safe Havynn Education Center	LA	\$416,538	Program Dire	\$118,943	\$115,531	2024
Florida Association For Infant Mental Health Inc	FL	\$427,546	Executive Director	\$94,497	\$78,306	2024
Team Survivor Northwest	WA	\$412,081	Executive Director	\$78,783	\$64,057	2023
Albert Schweitzer Fellowship Houston-galveston	TX	\$446,300	Executive Director	\$22,863	\$20,174	2024
Massachusetts Sickle Cell Associationinc	MA	\$447,815	Executive Director	\$92,500	\$73,322	2024
Healthy Island Project Inc	ME	\$394,898	Executive Di	\$80,000	\$70,663	2024
Peggy Lillis Foundation	NY	\$393,876	Executive Director	\$110,000	\$87,680	2024
Foundation For Community Impact & Health Equity	SC	\$451,935	Ceo Founder	\$76,604	\$70,494	2024
Abstinence Coalition	ME	\$391,684	Exective Director	\$87,000	\$76,846	2024
Women For Healthy Rural Living	ME	\$391,371	Executive Dir.	\$37,440	\$33,070	2024
Hpv Cancers Alliance	NY	\$454,618	Executive Di	\$120,000	\$95,650	2024
Athens Area Diaper Bank Inc	GA	\$388,623	Executive Dir.	\$26,564	\$23,561	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Immunize Kansas Coalition Inc	KS	\$456,322	Former Exec Director	\$63,075	\$58,559	2025
Lets Smile	MN	\$457,806	Executive Director	\$74,250	\$64,717	2024
Brain Support Network	CA	\$458,964	President/ceo	\$103,667	\$78,963	2024
New Mexico Chronic Disease	NM	\$384,591	Executive Di	\$95,314	\$93,100	2023
Lamalama Ka Ulu Inc	HI	\$380,831	President	\$4,000	\$3,252	2023
River Street Education Inc	VA	\$379,457	Director	\$6,644	\$5,826	2023
Pender Alliance For Total Health	NC	\$378,664	Executive Director	\$80,000	\$75,069	2023
Hill Country Mission For Health	TX	\$378,290	Executive Director	\$98,010	\$89,036	2023
Smiles Of Faith Inc	OK	\$377,545	Executive Di	\$50,000	\$48,566	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	129 organizations. Compensation range \$91–\$188,122; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$421,816); for reference, expenses \$440,170 and assets \$140,711.
ROLE MATCH	Reid Hebert, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	84 th
Total compensation (D + F), as reported (no adjustments)	80 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	83 rd

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 (Reid Hebert) 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 129 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 84th 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.