

High Plains Mental Health Center

Executive Director / CEO

EIN 480855426

KS · NTEE B82Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Craig A Poe, Executive Director / CEO** (\$48,469) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Craig A Poe — 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 (B82Z).

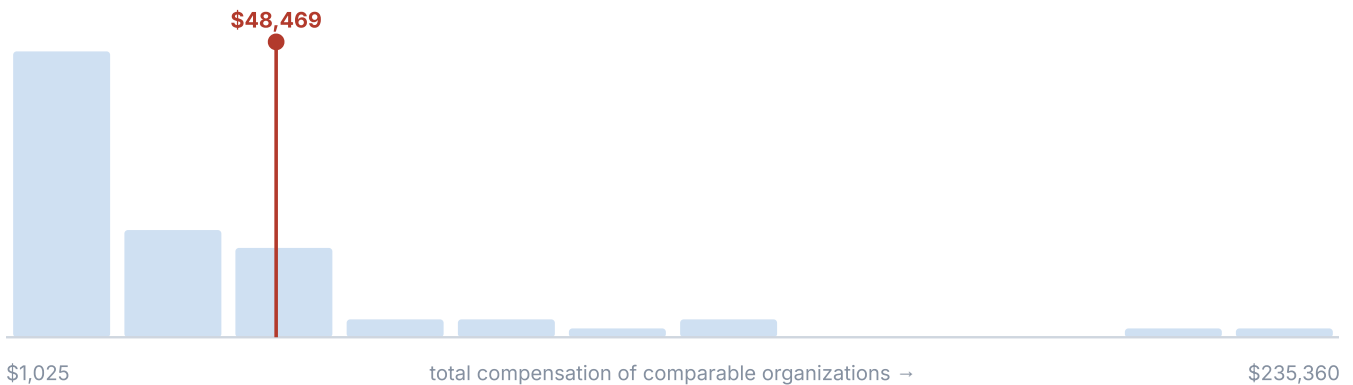
BUDGET Total revenue between \$41,765 and \$93,505 — 0.67x to 1.50x the subject's \$62,337 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography

→ **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,240	\$7,815	\$20,160	\$46,562	\$77,076	\$48,469
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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 KS 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
Wsna Scholarship And Research	WA	\$61,216	Secretary	\$2,065	\$1,711	2024
Golconda Foundation Inc	OK	\$63,611	President	\$9,750	\$9,938	2024
Wichita Falls Prca Rodeo Association	TX	\$64,067	President	\$5,000	\$4,630	2024
Aci-na Educational Foundation	DC	\$58,619	President & Ceo	\$75,017	\$60,934	2024
Bricklayers And Allied Craft Workers	NY	\$58,095	Director/presid	\$144,276	\$120,677	2024
United Food And Commercial Workers	OH	\$68,518	Trustee	\$34,141	\$33,472	2024
Independent Sports Club Of Central	IL	\$55,835	Treasurer	\$3,200	\$2,837	2025
New York Press Association Scholarship	NY	\$70,106	Secretary	\$15,600	\$13,048	2024
South Dakota Farmers Union Foundati	SD	\$70,679	President	\$3,995	\$4,202	2023
Wireless Infrastructure Association	VA	\$53,833	President	\$42,749	\$38,207	2024
Fsa Scholarship Foundation	TX	\$53,115	Executive Director	\$17,400	\$16,587	2023
Wpma Scholarship Foundation	UT	\$72,092	Secretary/treasurer	\$31,724	\$29,279	2025
Maine Children's Scholarship Fund	ME	\$72,109	Program Dire	\$19,488	\$18,063	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hepburn Bootstrap Foundation Inc	WI	\$52,463	Assistant Secretary	\$57,748	\$57,474	2023
Mz Foundation	TX	\$72,332	Executive Director	\$254,189	\$235,360	2024
Otho Davis Scholarship Foundat	NJ	\$52,243	Exec Director	\$20,000	\$16,529	2024
Ohio Contractors Association Advancement	OH	\$51,788	Treasurer/secretary	\$49,422	\$48,453	2024
Yau High School Sciences Awards	MA	\$51,477	Treasurer/director	\$9,416	\$8,063	2023
Airmen Memorial Foundation Inc	MD	\$51,291	Treasurer	\$8,743	\$7,566	2024
Lift Womens Foundation	IL	\$73,534	Executive Director	\$13,085	\$11,907	2024
Denny Family Foundation	VT	\$74,178	President	\$46,571	\$44,671	2023
Onnemi International Ministries	TX	\$74,227	Vice President Missionary	\$30,296	\$27,329	2025
Ijpa Scholarships Forever Inc	IA	\$50,432	Executive Di	\$5,764	\$6,014	2023
Delores A Sachs Charitable Trust	WI	\$74,789	Trustee	\$12,929	\$12,498	2024
C J Francis Iii Foundation	OH	\$49,811	Director; Treasurer	\$1,950	\$1,912	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	63 organizations. Compensation range \$1,025–\$235,360; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$62,337); for reference, expenses \$28,462 and assets \$276,218. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Craig A Poe, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	76 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	67 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 (Craig A Poe) 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 63 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$48,469 is reasonable (approximately the 76th 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.