

# Brain Injury Assn Of Ks & Greater Kc

Executive Director / CEO

EIN 480941609  
 KS · NTEE G48Z  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Heather Carbaugh, Executive Director / CEO** (\$104,534) against **every comparable organization** that fit the selection criteria — **363** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

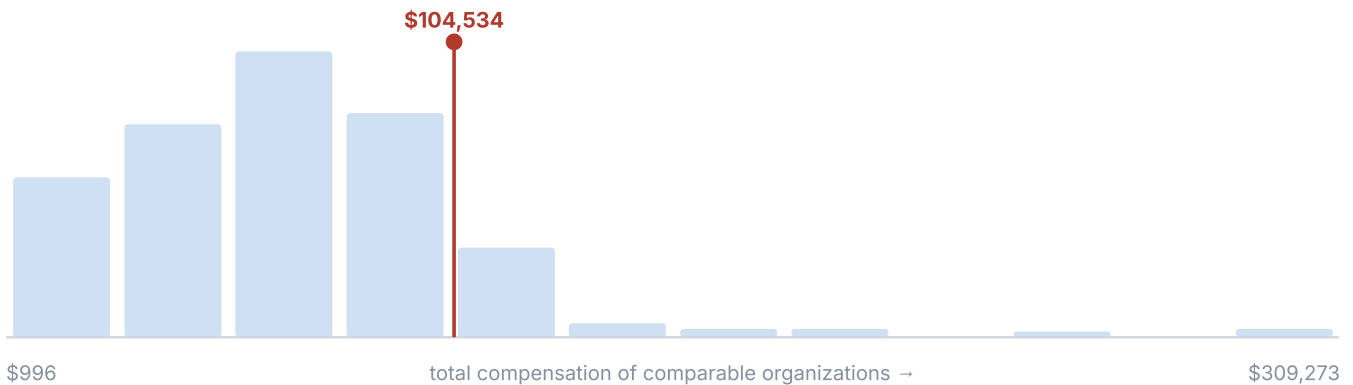
**Benchmarked executive:** Heather Carbaugh — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G48Z).
BUDGET	Total revenue between \$265,028 and \$593,347 — 0.67x to 1.50x the subject's \$395,565 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**363** organizations qualified on sector, size, and geography → **363** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,787	\$39,612	\$65,800	\$86,352	\$109,549	<b>\$104,534</b>
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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
<a href="#">Allo Hope Foundation</a>	AL	\$396,174	Executive Di	\$77,220	<b>\$77,220</b>	2024
<a href="#">Ohio Sickle Cell Health Association Inc</a>	OH	\$394,432	Executive Director	\$84,213	<b>\$80,433</b>	2025
<a href="#">Minnesota Deaf Muslim Community</a>	MN	\$396,906	Executive Director	\$99,275	<b>\$88,460</b>	2025
<a href="#">Autism Society Of Greater Wisconsin Inc</a>	WI	\$393,922	Executive Director	\$86,000	<b>\$83,136</b>	2024
<a href="#">National Alliance Of State Prostate</a>	CA	\$397,462	President	\$134,588	<b>\$107,575</b>	2024
<a href="#">American Society Of</a>	MN	\$397,631	Editor-in-ch	\$51,800	<b>\$47,378</b>	2024
<a href="#">Limb Preservation Foundation</a>	CO	\$393,251	Executive Di	\$123,760	<b>\$113,091</b>	2023
<a href="#">Down Syndrome Association Of Central</a>	OK	\$392,986	Executive Dir.	\$82,750	<b>\$82,169</b>	2025
<a href="#">Leukemiatexas Inc</a>	TX	\$398,184	Chief Executive Officer	\$100,299	<b>\$92,869</b>	2024
<a href="#">California Chapter 1 American</a>	CA	\$392,682	Executive Di	\$68,496	<b>\$56,365</b>	2023
<a href="#">Chronic Illness Recovery</a>	TX	\$391,561	President	\$119,571	<b>\$110,714</b>	2024
<a href="#">Cancer Resources For Elkhart County</a>	IN	\$402,012	Executive Di	\$99,287	<b>\$96,918</b>	2024
<a href="#">Ms Hope For A Cure Inc</a>	VT	\$402,109	President	\$125,000	<b>\$116,460</b>	2024
<a href="#">Cure Rtd Foundation</a>	TX	\$388,162	Vp / Treasurer	\$15,000	<b>\$13,889</b>	2024
<a href="#">Ear Community Inc</a>	CO	\$388,030	Executive Dir.	\$85,000	<b>\$75,444</b>	2024
<a href="#">Wisconsin Ovarian Cancer Alliance Inc</a>	WI	\$387,377	Executive Dir.	\$98,620	<b>\$95,336</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Helene Foundation</a>	NC	\$387,297	Officer	\$79,040	<b>\$75,596</b>	2024
<a href="#">Neuroendocrine Cancer Awareness Network</a>	NY	\$405,089	Exec Director	\$127,650	<b>\$106,770</b>	2024
<a href="#">Aurora Integrated Oncology Foundation</a>	TN	\$385,373	Chief Executive Officer	\$170,001	<b>\$170,292</b>	2023
<a href="#">Thriving Pink Inc</a>	CA	\$385,329	Executive Director	\$59,949	<b>\$47,917</b>	2024
<a href="#">Kids &amp; Art Foundation</a>	CA	\$385,033	Ceo	\$119,529	<b>\$95,538</b>	2024
<a href="#">Breast Friends</a>	OR	\$406,185	Executive Director	\$45,927	<b>\$39,479</b>	2024
<a href="#">Camp Dreamcatcher</a>	PA	\$407,018	Executive Di	\$102,180	<b>\$94,320</b>	2024
<a href="#">Allies Linked For The Prevention Of Hiv</a>	ID	\$407,074	Executive Dir.	\$32,927	<b>\$32,423</b>	2024
<a href="#">Breslin Research Foundation</a>	NM	\$407,279	President	\$85,000	<b>\$97,958</b>	2021

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 363 organizations. Compensation range \$996–\$309,273; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$395,565); for reference, expenses \$401,821 and assets \$363,785.

**ROLE MATCH** Heather Carbaugh, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 28 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 11 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	82 <sup>nd</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	80 <sup>th</sup>

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 (Heather Carbaugh) 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 363 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$104,534 is reasonable (approximately the 87<sup>th</sup> 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.