

Nccf Property Investments Inc

Executive Director / CEO

EIN 481158543

KS · NTEE T31

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bethany Shirk, Executive Director / CEO** (\$10,783) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

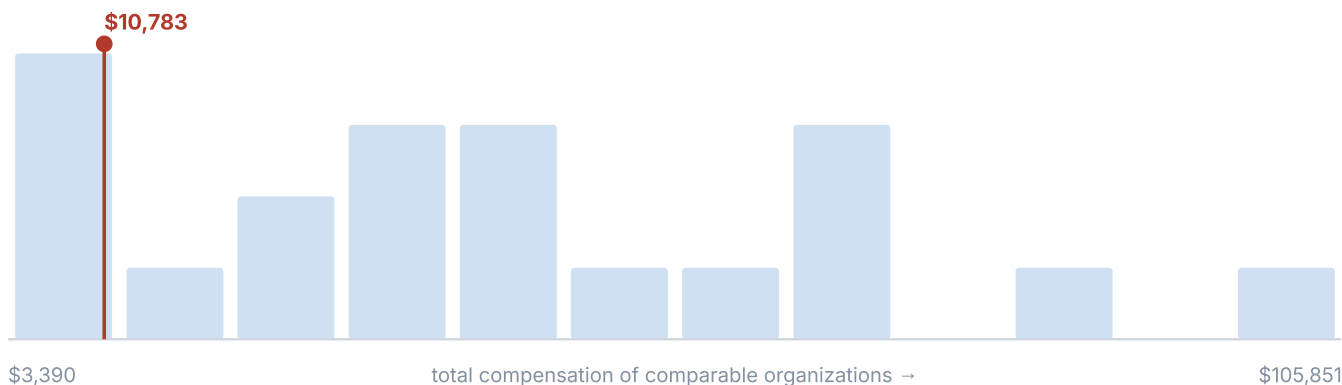
Benchmarked executive: Bethany Shirk — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T31).
BUDGET	Total revenue between \$92,407 and \$206,883 — 0.67x to 1.50x the subject's \$137,922 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

20 organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,965	\$21,585	\$37,255	\$62,543	\$72,729	\$10,783
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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
Peaks Island Fund Inc	ME	\$138,733	Secretary	\$12,000	\$11,123	2024
Yafa American Community Center	NY	\$136,852	Key Employee	\$8,010	\$6,700	2024
Rancho Cucamonga Community & Arts	CA	\$139,149	Executive Director	\$39,890	\$32,825	2023
Samaritan Foundation Charitable Trust	GA	\$140,751	Former Trustee	\$45,472	\$43,571	2023
Dr Maya Angelou Foundation	CA	\$145,087	Board Chair	\$135,935	\$105,851	2025
Sjsv Community Benefit Foundation	CA	\$151,576	Chair	\$60,000	\$47,957	2024
Walker Area Community Foundation	MN	\$121,987	Board Chair	\$3,600	\$3,390	2023
The Greater Baltimore Board Of Realtors Charitable Foundation Inc	MD	\$117,273	Trustee	\$10,933	\$9,217	2025
Emily's Power For A Cure	TN	\$115,319	President	\$29,320	\$29,370	2023
Partnersfinancial Charitable Foundation	TX	\$114,298	Executive Director	\$24,000	\$22,222	2024
Etna Community Organization	PA	\$167,868	Executive Director	\$48,400	\$44,677	2024
Caldwell County Community Services Foundation	TX	\$100,475	President	\$77,275	\$71,551	2024
Livonia Community Foundation Inc	MI	\$176,288	Executive Director	\$20,000	\$19,673	2023
Allen Morris Charitable Foundation	GA	\$92,690	Trustee	\$29,331	\$27,299	2024
Torah Synagogue Foundation	NY	\$189,200	Treasurer	\$38,000	\$30,965	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Greater Columbus Community Helping	OH	\$193,012	Executive Di	\$85,000	\$83,333	2024
Tustin Community Foundation	CA	\$197,975	Executive Director	\$73,710	\$60,656	2023
Bettendorf Community Schools Foundation	IA	\$201,204	Administration	\$41,128	\$41,684	2024
Israel America Foundation Inc	NY	\$202,951	Executive Direc	\$79,200	\$68,202	2023
Nehemiah Community Foundation	CA	\$205,259	Coo	\$85,180	\$70,094	2023

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	20 organizations. Compensation range \$3,390–\$105,851; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$137,922); for reference, expenses \$423,586 and assets \$153,878. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Bethany Shirk, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	15 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	10 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 (Bethany Shirk) 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 20 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,783 is reasonable (approximately the 15th 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.