

Thomas County Community Foundation Inc

Executive Director / CEO

EIN 481241974

KS · NTEE T31

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jada Tubbs, Executive Director / CEO** (\$60,275) against **every comparable organization** that fit the selection criteria — **61** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

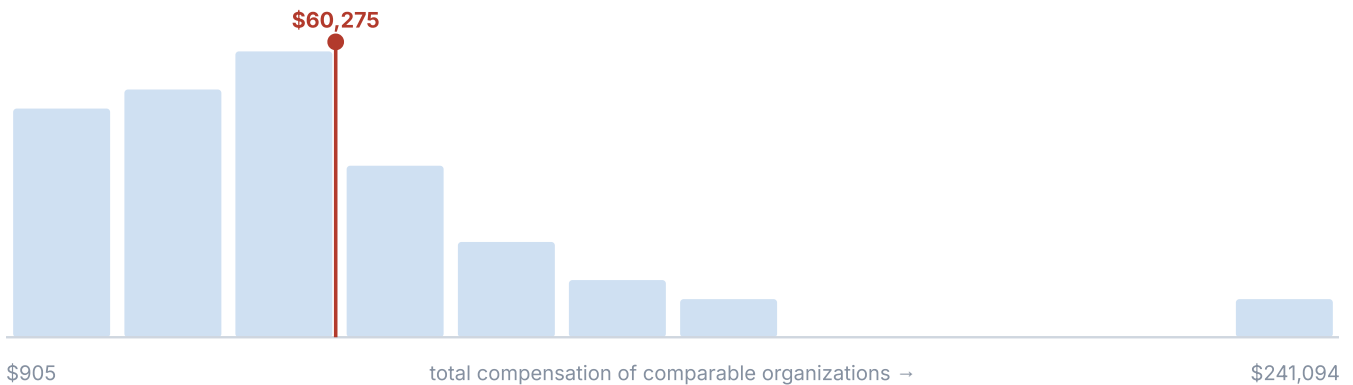
Benchmarked executive: Jada Tubbs — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T31).
BUDGET	Total revenue between \$253,067 and \$566,568 — 0.67x to 1.50x the subject's \$377,712 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T31), nationwide + budget 0.67–1.5x revenue.

61 organizations qualified on sector, size, and geography → **61** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,965	\$25,322	\$47,502	\$72,521	\$110,712	\$60,275
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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
Friends In Action	NH	\$384,380	Executive Director	\$87,260	\$72,442	2024
Nacogdoches County United Way	TX	\$385,549	President/ce	\$49,000	\$44,069	2024
Tulsa County Medical Society Foundation	OK	\$366,769	Executive Dir.	\$89,274	\$90,993	2023
Cuivre River Electric Community Trust Inc	MO	\$392,951	Crec's President & Ceo	\$249,636	\$237,720	2024
Danville Public School Foundation Inc	IL	\$396,949	Executive Director	\$42,840	\$36,890	2025
Viroqua Area Foundation	WI	\$398,516	Treasurer	\$3,000	\$2,817	2024
Iowa Area Development Group Community	IA	\$398,999	Ceo	\$95,538	\$94,051	2024
Kauai North Shore Community	HI	\$403,438	Executive Di	\$95,986	\$77,264	2024
Friends Of Mascoma Foundation	NH	\$351,739	Interim Ex Director	\$46,800	\$40,000	2023
Knoxville Hospital & Clinics Foundation	IA	\$405,175	Foundation Director	\$12,034	\$12,197	2023
Community Foundation Of Orange	CA	\$409,995	Executive Dir.	\$75,363	\$58,509	2024
Jewish Community Foundation Of Greater Prescott	AZ	\$412,204	Executive Director	\$30,000	\$25,271	2025
Webster Arts	MO	\$412,408	Executive Director	\$53,680	\$51,118	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bridgeport Public Education Fund Inc	CT	\$342,975	Executive Director/secretary	\$82,500	\$69,546	2024
Greater Cabarrus Foundation	NC	\$340,735	President And Ceo	\$65,000	\$60,384	2024
Check 1002 Charitable Trust	GA	\$418,995	Trustee	\$21,408	\$19,353	2024
Columbia Gorge Community College	OR	\$420,993	Executive Director (Thru 02/23)	\$78,963	\$67,877	2023
Community Foundation Of Merced County	CA	\$332,274	Executive Director	\$96,154	\$74,650	2024
Los Alamos Community Foundation	NM	\$426,312	Former Exec	\$76,038	\$73,529	2024
Diana Gregory Outreach Services	AZ	\$427,340	Ceo	\$55,142	\$47,680	2024
Phoenixville Community Education	PA	\$327,693	Executive Director	\$45,626	\$42,116	2023
Community Health Alliance	MT	\$428,500	Executive Dir.	\$50,084	\$48,539	2024
The Edgar County Community	IL	\$430,797	Dev Mgr	\$30,000	\$26,517	2024
Amenia Wassaic Community Organization	NY	\$323,963	Executive Director	\$118,510	\$96,282	2024
Fields Park Trust	GA	\$322,820	Former Trustee	\$37,634	\$34,021	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 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 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	61 organizations. Compensation range \$905–\$241,094; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$377,712); for reference, expenses \$518,013 and assets \$2,067,271.
ROLE MATCH	Jada Tubbs, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	64 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	43 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 (Jada Tubbs) 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 61 similarly situated organizations (Same NTEE sector (T31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,275 is reasonable (approximately the 64th 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.