

Access Foundation Of Kansas

Executive Director / CEO

EIN 481251314

KS · NTEE F123

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelia Nelson-stout, Executive Director / CEO** (\$18,690) against **every comparable organization** that fit the selection criteria — **105** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **39th** percentile of comparable organizations within the typical range

Benchmarked executive: Shelia Nelson-stout — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

| | |
|-----------|---|
| SECTOR | Organizations sharing the subject's NTEE classification (F123). |
| BUDGET | Total revenue between \$55,498 and \$124,249 — 0.67x to 1.50x the subject's \$82,833 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue. |

105 organizations qualified on sector, size, and geography → **105** within the band form the benchmarked peer set.

Distribution of comparable compensation



| | | | | | |
|---------|----------|----------|----------|----------|----------|
| \$6,451 | \$13,102 | \$25,897 | \$43,748 | \$63,497 | \$18,690 |
|---------|----------|----------|----------|----------|----------|



■ 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 |
|---|-------|----------|--------------------------------------|-----------------|-----------------|------|
| Castor Housing Development Corporation | PA | \$82,752 | Director Of Construction | \$13,787 | \$13,102 | 2023 |
| Woolard Homes Inc | MD | \$82,272 | President | \$20,272 | \$18,061 | 2023 |
| Single Parent In Need Foundation | CA | \$83,615 | President, Director | \$78,133 | \$64,296 | 2023 |
| Dance With Todd Inc | FL | \$81,981 | Executive Director And Board Memeber | \$48,000 | \$42,972 | 2023 |
| William Glasser International Inc | IL | \$81,888 | Executive Director | \$24,800 | \$23,235 | 2023 |
| Anonymous Alliance Of Charitable Organizations Inc (Aaco) | TX | \$81,698 | Director, President & Treasurer | \$45,500 | \$43,374 | 2023 |
| Mack Alive | MI | \$84,506 | Executive Director | \$15,000 | \$14,331 | 2024 |
| Soulful Living For Addiction And Long Term Recovery Inc | NY | \$84,845 | President | \$31,750 | \$27,341 | 2023 |
| Hope Christian Center Inc | NY | \$80,233 | Administrati | \$13,929 | \$11,651 | 2024 |
| Lost Sheep Ministries Intl | MN | \$85,518 | Executive Director | \$33,000 | \$30,183 | 2024 |
| Suburban Pastoral Counseling Clinic Inc | MD | \$85,783 | Exec Director | \$38,410 | \$34,222 | 2023 |
| Prepare Our Youth Inc | DC | \$85,879 | Executive Director | \$35,417 | \$28,768 | 2024 |
| New Strides Inc | NY | \$79,531 | Executive Dir. | \$11,129 | \$9,309 | 2024 |
| Nami Marion County Inc | FL | \$86,827 | Executive Director | \$2,500 | \$2,174 | 2024 |

| ORGANIZATION | STATE | REVENUE | MATCHED TITLE | COMP (REPORTED) | COMP (ADJUSTED) | FY |
|---|-------|----------|------------------------------|-----------------|-----------------|------|
| Kiva Spirit Foundation | CA | \$86,970 | Executive Director/treasurer | \$49,000 | \$40,322 | 2023 |
| Orchard Community Inc | CA | \$88,278 | Ceo | \$42,385 | \$33,878 | 2024 |
| 180 Recovery House | AL | \$88,295 | Director | \$21,830 | \$25,270 | 2021 |
| Dream Works Inc | NC | \$76,982 | Executive Director | \$8,929 | \$8,320 | 2025 |
| New Milestones Foundation Inc | TX | \$76,503 | Ceo | \$29,658 | \$27,461 | 2024 |
| Pyramid Recovery Center | TN | \$89,578 | Executive Director | \$22,508 | \$21,335 | 2025 |
| Elk Institute For Psychological | FL | \$75,981 | Executive Di | \$51,894 | \$46,458 | 2023 |
| Healing Partners Counseling Inc | NJ | \$90,167 | Director | \$27,200 | \$23,143 | 2023 |
| Tarc Foundation | KS | \$75,259 | Executive Director | \$23,113 | \$23,113 | 2024 |
| Escalade Recovery Foundation | CA | \$90,931 | President Board Member | \$12,000 | \$9,874 | 2023 |
| Signature Health Ashtabula Nmtc Inc | OH | \$91,186 | President & Ceo | \$38,800 | \$38,039 | 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 **105** organizations. Compensation range \$1,000–\$272,643; filing years 2021–2025.

| | |
|-----------------|--|
| SIZE BASIS | Matched on total revenue (\$82,833); for reference, expenses \$22,357 and assets \$8,784,979. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view. |
| ROLE MATCH | Shelia Nelson-stout, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role. |
| RELATED-ORG PAY | 44 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 | 39 th |
| Total compensation (D + F), as reported (no adjustments) | 33 rd |
| Reportable pay only (column D), adjusted | 0 th |
| All sources (D + E + F), adjusted | 88 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 (Shelia Nelson-stout) 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 105 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,690 is reasonable (approximately the 39th 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.