

# Kickin Cancer In Sublette County

Executive Director / CEO

EIN 562383154  
 WY · NTEE E80  
 FY ending 2023-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Sheila Boyce, Executive Director / CEO** (\$18,465) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

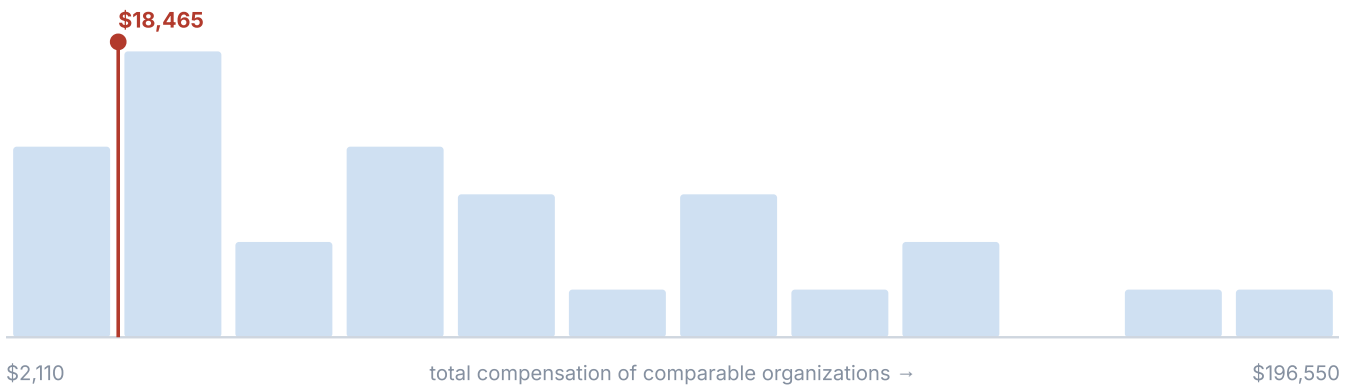
**Benchmarked executive:** Sheila Boyce — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (E80).
- BUDGET** Total revenue between \$210,879 and \$472,119 — 0.67x to 1.50x the subject's \$314,746 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,152	\$27,057	\$61,457	\$103,760	\$136,682	<b>\$18,465</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 WY 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="#">Napa County Bicycle Coalition</a>	CA	\$312,072	Executive Director	\$89,125	<b>\$69,808</b>	2024
<a href="#">Texhealth Central Texas</a>	TX	\$318,553	President And Ceo	\$157,834	<b>\$143,212</b>	2024
<a href="#">C-tac Innovations Inc</a>	DC	\$319,832	Executive Director	\$138,360	<b>\$110,132</b>	2024
<a href="#">Community Life Support Inc</a>	FL	\$301,597	Chairman	\$125,000	<b>\$106,516</b>	2024
<a href="#">Greater Gift Initiative Inc</a>	NC	\$301,369	Ceo	\$138,750	<b>\$133,884</b>	2023
<a href="#">Peak Health Alliance</a>	CO	\$341,570	Exec Dir-beg	\$57,000	<b>\$49,577</b>	2024
<a href="#">Facts About Fertility Inc</a>	PA	\$287,505	Cofounder & Executive Director	\$83,833	<b>\$78,072</b>	2023
<a href="#">Culpeper Adult Day Care Center Inc</a>	VA	\$344,525	Executive Director	\$62,250	<b>\$53,115</b>	2025
<a href="#">Christiana Care West Grove Inc</a>	DE	\$355,825	Director, President & Ceo	\$214,949	<b>\$196,550</b>	2023
<a href="#">Carepoint Clinic</a>	WA	\$357,518	Executive Director	\$33,082	<b>\$27,660</b>	2023
<a href="#">Better Health Of Cumberland County Inc</a>	NC	\$361,831	Executive Director	\$70,403	<b>\$64,284</b>	2025
<a href="#">Business For Health Solutions International Inc</a>	NY	\$367,837	Ceo And Board Member	\$144,246	<b>\$118,232</b>	2024
<a href="#">Ucare Iowa</a>	MN	\$259,544	President & Ceo	\$188,405	<b>\$168,866</b>	2024
<a href="#">Medical Research Analytics And</a>	IL	\$371,208	Secretary	\$4,125	<b>\$3,679</b>	2024
<a href="#">Sunflower Health Network Inc</a>	KS	\$256,817	Executive Director	\$25,764	<b>\$25,247</b>	2024
<a href="#">Mcamericas Realty Inc</a>	TX	\$252,007	Ceo And Cfo	\$21,709	<b>\$19,698</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Southeast Pennsylvania Area Health</a>	PA	\$249,589	Executive Di	\$101,250	<b>\$94,292</b>	2023
<a href="#">Nash Education Corporation</a>	PA	\$245,503	Executive Dir.	\$77,500	<b>\$70,104</b>	2024
<a href="#">Hyp-access Inc</a>	NY	\$236,566	Pres./co-chair	\$2,500	<b>\$2,110</b>	2023
<a href="#">Honoring Choices</a>	MN	\$234,167	1/1 To 12/27 Executive Director	\$71,000	<b>\$65,516</b>	2023
<a href="#">Reproductive Freedom Fund Of New Hampshire</a>	NH	\$397,166	Executive Director	\$70,000	<b>\$58,629</b>	2024
<a href="#">Mccurtain Memorial</a>	OK	\$222,915	Ceo	\$23,716	<b>\$23,688</b>	2024
<a href="#">Vaad Ltzorchay Refuah</a>	NY	\$217,480	Ceo	\$50,415	<b>\$41,323</b>	2024
<a href="#">Patient Care Foundation Of</a>	CA	\$217,183	Chief Executive Officer	\$35,329	<b>\$28,489</b>	2023
<a href="#">Love Button Global Movement</a>	CA	\$413,096	Executive Director	\$36,000	<b>\$28,197</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WY 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 WY 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** 28 organizations. Compensation range \$2,110–\$196,550; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$314,746); for reference, expenses \$105,475 and assets \$724,728. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Sheila Boyce, reported title "*SECRETARY*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 8 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	14 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	11 <sup>th</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Sheila Boyce) 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 28 similarly situated organizations (Same NTEE sector (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,465 is reasonable (approximately the 14<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.