

Community Health Foundation Of Kay County Inc

Executive Director / CEO

EIN 731520034
 OK · NTEE E129
 FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Kelli Northcutt, Executive Director / CEO** (\$37,533) against **every comparable organization** that fit the selection criteria — **250** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 60th percentile of comparable organizations within the typical range

Benchmarked executive: Kelli Northcutt — 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 (E129).
BUDGET	Total revenue between \$65,791 and \$147,294 — 0.67x to 1.50x the subject's \$98,196 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

250 organizations qualified on sector, size, and geography → **250** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,237 10TH	\$13,910 25TH	\$30,134 MEDIAN	\$53,143 75TH	\$88,653 90TH	\$37,533 THIS ORG · 60TH
------------------------	-------------------------	---------------------------	-------------------------	-------------------------	------------------------------------



■ 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 OK 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
Family Health West Foundation	CO	\$98,173	Lvha President/ceo	\$47,683	\$41,523	2024
Minnesota Alliance For Patient Safety	MN	\$98,529	Executive Director	\$58,500	\$52,495	2024
Faith In Action Nfp	IL	\$98,895	Executive Director	\$45,000	\$40,177	2024
Be Healthy Inc	FL	\$97,263	President	\$61,800	\$52,724	2024
Jcahpo Education And Research Foundation	MN	\$96,793	Secretary/ceo	\$29,406	\$26,388	2024
Brain Injury Association Of Illinois	IL	\$99,647	Executive Director	\$58,300	\$52,051	2024
Wheatland Emergency Medical Service	IA	\$96,686	President	\$488	\$472	2025
Orchard Hospital Foundation	CA	\$99,952	Hospital Ceo (Thru Aug 2024)	\$22,837	\$17,909	2024
Mothers Hope Foundation	PA	\$100,048	Executive Dir.	\$7,525	\$6,815	2024
Crippled Childrens Relief Association	CA	\$96,049	Treasurer	\$6,000	\$4,705	2024
Doctors Hospital	OH	\$100,765	President/secretary	\$71,646	\$70,950	2023
Greater Rome Affiliates Inc	NY	\$95,576	Ceo	\$12,528	\$10,281	2024
Beth Israel Deaconess Department Of	MA	\$100,841	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$89,629	2024
Southcoast Health Ambassadors Inc	MA	\$95,485	Trustee	\$3,997	\$3,262	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Patty Brisben Foundation For Women's Sexual Health	OH	\$95,252	Executive Director	\$34,375	\$33,064	2024
Christian H Buhl Legacy Trust	PA	\$95,171	Executive Director & Cfo	\$23,315	\$21,115	2024
Healthways	CA	\$95,133	Executive Director	\$37,426	\$31,455	2022
International Federation Of Musculoskeletal Research Societies	DC	\$101,324	Ceo	\$105,767	\$84,289	2024
Pittsburgh Emergency Medicine Foundation	PA	\$101,342	Executive Director	\$26,208	\$24,436	2023
Upmc Northwest Auxillary	PA	\$101,445	Board Member	\$12,346	\$11,181	2024
Shands Jacksonville Properties Inc	FL	\$101,539	Chairman / Ceo Of Sjmc	\$19,903	\$17,482	2023
Chc Holdings Inc	MA	\$102,000	Chief Executive Officer	\$36,474	\$29,766	2024
The Gaston & Porter Health	DC	\$94,108	President	\$542	\$432	2024
Rivers Health Foundation	WV	\$93,937	President & Ceo Mhn	\$168,499	\$165,684	2024
Schc Wbc Prop Corp	CA	\$93,588	Chief Executive Officer	\$72,331	\$58,396	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 250 organizations. Compensation range \$405–\$1,524,253; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$98,196); for reference, expenses \$260,910 and assets \$4,157,502. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Kelli Northcutt, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	113 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	60 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	81 st
All sources (D + E + F), adjusted	37 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 (Kelli Northcutt) 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 250 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,533 is reasonable (approximately the 60th 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.