

Union County Health And Wellness

Executive Director / CEO

EIN 800736869

NM · NTEE E21

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Kristen Christy, Executive Director / CEO** (\$83,200) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Kristen Christy — 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 (E21).
BUDGET	Total revenue between \$157,858 and \$353,413 — 0.67x to 1.50x the subject's \$235,609 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E21), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,092	\$36,561	\$51,740	\$84,724	\$270,303	\$83,200
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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 NM 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
Research And Education Trust	ME	\$237,700	President	\$39,786	\$35,978	2024
Ouachita Valley Health System	AR	\$222,566	Physician	\$400,001	\$406,042	2024
Hne Of Connecticut Inc	MA	\$213,992	President And Ceo	\$452,498	\$367,211	2024
Zandu Health Initiative	MN	\$206,219	Director	\$51,000	\$46,854	2023
Chpcommunity Inc	IA	\$205,546	President	\$50,824	\$51,740	2023
Family Survivor Network	MD	\$203,945	Executive Director	\$39,500	\$35,742	2022
Medical Financial Services Inc	TN	\$202,808	Former Executive Director	\$39,130	\$37,144	2024
Medical Support & Development	MS	\$268,878	President	\$40,000	\$40,232	2024
Flint Hills Community Clinic Inc	KS	\$190,080	Clinic Direc	\$72,021	\$72,341	2023
Rome Memorial Properties Inc	NY	\$167,287	Ceo	\$12,528	\$10,224	2024
Mercy Kansas Communities	KS	\$166,856	President	\$84,648	\$85,024	2023
Cape Regional Health System Inc	NJ	\$161,827	Trustee - President/ceo Crmc	\$101,700	\$84,423	2023
Priority Health Total Health Foundation	MI	\$159,210	Director	\$56,000	\$52,199	2024
Mercy Healthcare Foundation - Clinton	IA	\$320,461	Exec Dir; Mercyone Clinton Mktg Dir	\$22,585	\$22,992	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Marimed Foundation For Island	HI	\$325,410	President/ce	\$150,096	\$124,942	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	15 organizations. Compensation range \$10,224–\$406,042; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$235,609); for reference, expenses \$224,743 and assets \$127,920.
ROLE MATCH	Kristen Christy, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 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	67 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	40 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 (Kristen Christy) 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 15 similarly situated organizations (Same NTEE sector (E21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$83,200 is reasonable (approximately the 67th 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.