

Albert Schweitzer Fellowship Of Alabama

Executive Director / CEO

EIN 825300067
 AL · NTEE E60
 FY ending 2025-05-31
 June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Eaton, Executive Director / CEO** (\$55,632) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 41st percentile of comparable organizations

within the typical range

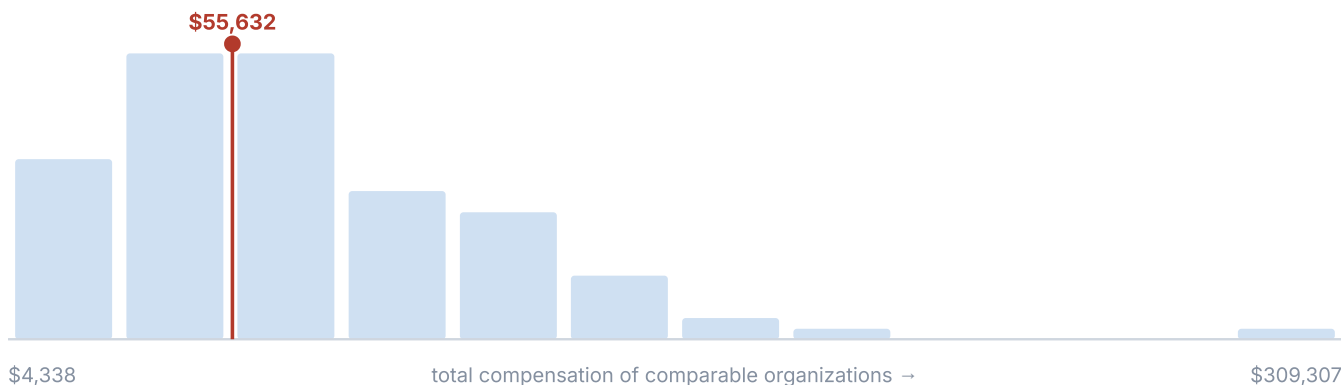
Benchmarked executive: Kimberly Eaton — reported title “EXECUTIVE DIRECTOR (OCT-MAY)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$254,088 and \$568,854 — 0.67x to 1.50x the subject's \$379,236 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

107 organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,145	\$41,557	\$62,006	\$97,818	\$127,195	\$55,632
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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 AL 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
Living Hope Wheelchair Association	TX	\$377,672	Executive Director	\$120,000	\$117,419	2023
Sayre House Of Hope	PA	\$377,190	Director - President/ceo Tgc	\$192,157	\$187,446	2023
West Virginia Rural Health Association	WV	\$377,104	Executive Director	\$75,713	\$80,190	2023
Chaddock Behavioral Health Services	IL	\$371,712	President/ceo	\$51,066	\$47,700	2024
Vermont Association Of Hospitals &	VT	\$386,874	Vice Chair/s	\$64,220	\$61,415	2024
White Pine Center For Healing Corp	PA	\$387,213	Executive Di	\$47,500	\$46,336	2023
Utah Public Health Association	UT	\$370,633	Executive Director	\$76,050	\$73,953	2024
Edi Institute Inc	MA	\$369,132	Vp Partner Services	\$116,500	\$99,467	2024
Positive Family Partners Inc	FL	\$392,326	Ceo	\$18,000	\$16,541	2023
Nacogdoches Treatment Center For	TX	\$365,879	Executive Dir.	\$85,883	\$81,625	2024
Children's Health Ventures Inc	NJ	\$394,773	President/ceo	\$166,518	\$141,260	2024
Man Cave Health Inc	NY	\$398,267	Director	\$110,306	\$94,705	2024
Wise Health Foundation	TX	\$399,867	Ceo Of System	\$134,823	\$131,924	2023
Lifeline Pregnancy Help Center Inc	NC	\$400,449	Executive Director	\$49,280	\$49,809	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Louis Health Equipment Lending	MO	\$401,059	Executive Di	\$100,653	\$101,290	2024
A Time To Heal Inc	NE	\$401,881	Executive Director	\$124,059	\$130,523	2023
Man Up To Cancer	ME	\$353,495	Director	\$60,000	\$57,085	2024
Protectors Peak Retreat Center	MN	\$352,917	Director	\$7,500	\$7,249	2023
Prama Institute	NC	\$351,574	Secretary	\$46,167	\$45,324	2024
Gift Of Hope Community Foundation	IL	\$351,563	Vice Chair/executive Director	\$62,611	\$60,212	2023
Confluence Hrkc	MO	\$411,620	Finance Coor	\$40,782	\$41,040	2024
Minnesota Stroke Association	MN	\$344,768	Chief Executive Officer	\$19,733	\$19,073	2023
Uhphealth Inc	TX	\$414,126	Executive Director	\$78,003	\$74,136	2024
Georgia Ovarian Cancer Alliance Inc	GA	\$342,548	Executive Director	\$100,742	\$96,242	2024
Hospice Care By Pennswood Village	PA	\$342,302	Ceo Of Pennswood Village	\$43,657	\$41,365	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL cost of living and 2025 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 AL 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 **107** organizations. Compensation range \$4,338–\$309,307; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$379,236); for reference, expenses \$231,699 and assets \$602,262.
ROLE MATCH	Kimberly Eaton, reported title " <i>EXECUTIVE DIRECTOR (OCT-MAY)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	41 st
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	36 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 (Kimberly Eaton) 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 107 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,632 is reasonable (approximately the 41st 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.