

# Be Like Josh Foundation

Executive Director / CEO

EIN 833927416

AZ · NTEE E19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Elliott, Executive Director / CEO** (\$19,500) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 9<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

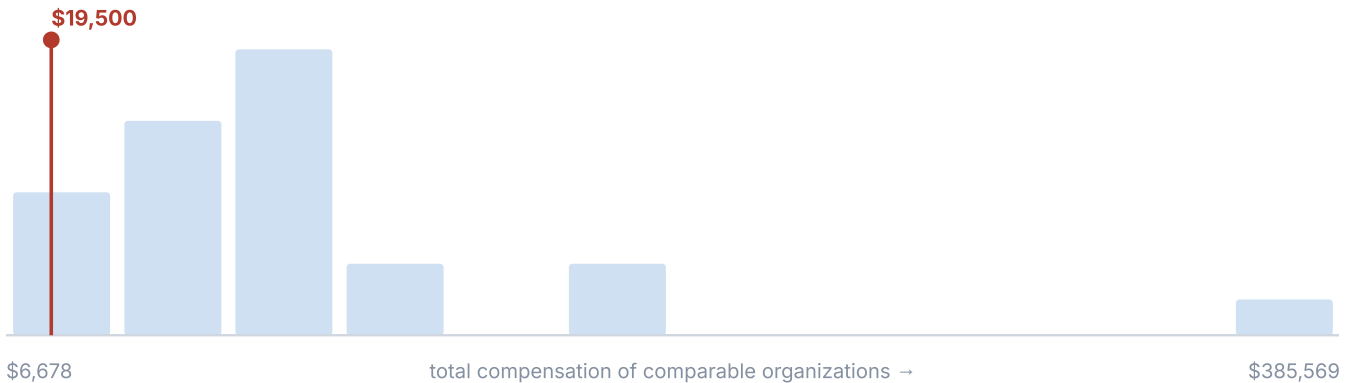
**Benchmarked executive:** Kimberly Elliott — reported title "President", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E19).
BUDGET	Total revenue between \$210,339 and \$470,908 — 0.67x to 1.50x the subject's \$313,939 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E19), nationwide + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,610	\$55,934	\$78,424	\$92,336	\$159,389	<b>\$19,500</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 AZ 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="#">Patient Experience Institute</a>	TN	\$314,847	President	\$36,000	<b>\$39,347</b>	2024
<a href="#">Esperanza Health Center Support</a>	PA	\$310,013	Trustee/cfo	\$22,332	<b>\$23,841</b>	2023
<a href="#">Chcp Real Estate Holding Company Inc</a>	FL	\$308,132	Chair	\$83,313	<b>\$81,381</b>	2024
<a href="#">East 17th Street Properties Inc</a>	NY	\$323,324	Former Officer (End Jul 2022)	\$89,471	<b>\$86,549</b>	2023
<a href="#">The Brain Recovery Project</a>	CA	\$301,002	Founder & Executive Director	\$7,225	<b>\$6,678</b>	2023
<a href="#">Allston-brighton Jms Corporation</a>	MA	\$347,000	President And Board Member	\$10,955	<b>\$10,539</b>	2023
<a href="#">Community Advocates Of Northern Indiana</a>	IN	\$357,822	Secretary/executive Direct	\$80,521	<b>\$88,294</b>	2024
<a href="#">Good Samaritan Health Services</a>	PA	\$261,155	President & Ceo - Wellspan Health	\$87,487	<b>\$93,397</b>	2023
<a href="#">22zero Follow Me Inc</a>	TN	\$366,744	Executive Director	\$110,000	<b>\$120,227</b>	2024
<a href="#">Better2gether Rva</a>	VA	\$259,580	Executive Dir.	\$60,000	<b>\$62,017</b>	2023
<a href="#">Svhc Realty Inc</a>	VT	\$240,327	President/ceo	\$368,407	<b>\$385,569</b>	2024
<a href="#">Coatesville Center For Community</a>	PA	\$387,945	Executive Director	\$69,284	<b>\$71,842</b>	2024
<a href="#">Pharmacists United For Truth And Tr</a>	AZ	\$232,333	Executive Director	\$120,352	<b>\$123,907</b>	2023
<a href="#">La Clinica Vallejo Georgia Street</a>	CA	\$230,460	Chief Executive Officer	\$84,839	<b>\$78,424</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Nodehealth Foundation</a>	DE	\$398,391	Program Manager	\$57,662	<b>\$58,707</b>	2024
<a href="#">Hebrew Homes Captive Services Inc</a>	NJ	\$400,000	Administrator	\$196,000	<b>\$187,336</b>	2023
<a href="#">Oic Holding Corp</a>	CA	\$215,107	President & Ceo	\$21,421	<b>\$19,802</b>	2023
<a href="#">Congress Of Neurological Surgeons</a>	IL	\$433,680	Chief Executive Officer-Cns	\$52,004	<b>\$53,161</b>	2024
<a href="#">California Telehealth Network</a>	OR	\$436,281	Chief Executive Officer	\$90,614	<b>\$87,498</b>	2024
<a href="#">Donate Life Maryland Inc</a>	MD	\$438,298	Executive Director	\$93,893	<b>\$91,275</b>	2024
<a href="#">Crescentcare Holdings Inc</a>	LA	\$444,667	Ceo	\$52,094	<b>\$59,646</b>	2024
<a href="#">Eastcentral Pa Ahec</a>	PA	\$452,732	Executive Director	\$63,634	<b>\$65,984</b>	2024
<a href="#">Bmc Integrated Care Services Inc</a>	MA	\$462,352	Director	\$180,077	<b>\$168,260</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	23 organizations. Compensation range \$6,678–\$385,569; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$313,939); for reference, expenses \$374,259 and assets \$28,523.
ROLE MATCH	Kimberly Elliott, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	9 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	57 <sup>th</sup>
All sources (D + E + F), adjusted	4 <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 (Kimberly Elliott) 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 23 similarly situated organizations (Same NTEE sector (E19), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,500 is reasonable (approximately the 9<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.