

# Labette Health Endowment Association

Executive Director / CEO

EIN 853078800

KS · NTEE E11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Williams, Executive Director / CEO** (\$81,488) against **every comparable organization** that fit the selection criteria — **110** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **74<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Brian Williams — reported title “Director”, 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 (E11).
BUDGET	Total revenue between \$323,348 and \$723,913 — 0.67x to 1.50x the subject's \$482,609 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

**110** organizations qualified on sector, size, and geography → **110** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,909	\$22,280	\$42,672	\$87,427	\$152,338	\$81,488
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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 KS 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="#">Community Memorial Hospital Foundation</a>	VA	\$481,552	President (July-dec)	\$43,108	<b>\$39,665</b>	2023
<a href="#">Help-a-person Inc</a>	PA	\$484,513	Ceo	\$25,173	<b>\$22,638</b>	2025
<a href="#">Baptist Health Foundation Floyd Inc</a>	KY	\$485,098	Asst Secretary (Through 1/2/24)	\$13,465	<b>\$13,391</b>	2024
<a href="#">St Claire Real Properties Inc</a>	KY	\$489,096	President/ceo Scrmc	\$44,160	<b>\$43,916</b>	2024
<a href="#">Brainy Camps Association</a>	DC	\$475,679	Board Chair, Pres/ceo Cnmc Thru 6/23	\$52,949	<b>\$44,280</b>	2023
<a href="#">Broadlawns Medical Center Foundation</a>	IA	\$491,829	Interim President	\$87,655	<b>\$88,840</b>	2024
<a href="#">Memorial Hospital Foundation At</a>	NH	\$472,510	Ceo And President, Mh/trustee	\$55,268	<b>\$47,238</b>	2024
<a href="#">The Hospice Foundation Of The South Inc</a>	LA	\$468,597	Executive Dir.	\$73,082	<b>\$74,489</b>	2024
<a href="#">The Baltimore Jewish Health Foundation Inc</a>	MD	\$506,557	Assistant Treasurer	\$526,937	<b>\$469,472</b>	2023
<a href="#">Ksb Hospital Foundation</a>	IL	\$458,327	President/ceo	\$35,884	<b>\$33,619</b>	2023
<a href="#">Somc Development Foundation</a>	OH	\$509,583	Director-president & Ceo-somc	\$199,139	<b>\$201,001</b>	2023
<a href="#">Fort Hamilton Hospital Foundation</a>	OH	\$509,741	Interim Ceo Until July 23, Cao	\$111,284	<b>\$112,325</b>	2023
<a href="#">The Foundation For The Thomas Memorial And Saint Francis Hospitals Inc</a>	WV	\$454,827	Vp Of Marketing And Philanthropy	\$46,657	<b>\$46,761</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Fairchild Medical Center Foundation Inc</a>	CA	\$511,428	Ceo	\$65,912	<b>\$54,239</b>	2023
<a href="#">Western Missouri Medical Center</a>	MO	\$512,762	Director	\$24,318	<b>\$23,841</b>	2024
<a href="#">Temple University Health System</a>	PA	\$451,845	Member	\$61,424	<b>\$58,374</b>	2023
<a href="#">Covenant Healthcare System</a>	MI	\$518,531	President	\$697,897	<b>\$686,475</b>	2023
<a href="#">Southwest Louisiana Hospital Association</a>	LA	\$445,063	Board Member	\$23,777	<b>\$24,950</b>	2023
<a href="#">Kidney Friends Hawaii Inc</a>	HI	\$522,367	Executive Dir.	\$12,314	<b>\$10,507</b>	2023
<a href="#">Gilchrist Baltimore Center Support</a>	MD	\$522,882	President	\$59,996	<b>\$53,453</b>	2023
<a href="#">Terry Reilly Foundation Inc</a>	ID	\$437,186	Ceo	\$29,891	<b>\$29,433</b>	2024
<a href="#">Hammond-henry Hospital Foundation</a>	IL	\$528,761	Foundation Manager (Thru Feb)	\$14,292	<b>\$13,006</b>	2024
<a href="#">Naeve Health Care Foundation</a>	MN	\$530,023	Ex-officio Officer	\$42,625	<b>\$38,986</b>	2024
<a href="#">Meadville Medical Center Foundation</a>	PA	\$432,283	Ceo	\$205,163	<b>\$194,975</b>	2023
<a href="#">Snowdrop Foundation Inc</a>	TX	\$533,273	Non Vote Dir	\$45,500	<b>\$42,130</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	110 organizations. Compensation range \$3,473–\$912,500; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$482,609); for reference, expenses \$1,506,020 and assets \$33,326,064. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Brian Williams, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	88 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	74 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	73 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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 (Brian Williams) 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 110 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,488 is reasonable (approximately the 74<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination

concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.