

National Institute For African American Health

Executive Director / CEO

EIN 853499808

OH · NTEE E70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stacey Easterling, Executive Director / CEO** (\$20,354) against **every comparable organization** that fit the selection criteria — **101** 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: Stacey Easterling — 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 (E70).

BUDGET Total revenue between \$28,377 and \$63,531 — 0.67x to 1.50x the subject's \$42,354 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

101 organizations qualified on sector, size, and geography

→ **101** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,292 10TH	\$13,377 25TH	\$28,427 MEDIAN	\$55,445 75TH	\$125,602 90TH	\$20,354 THIS ORG · 41ST
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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 OH 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
Bert Fish Medical Center Auxiliary Inc	FL	\$42,124	Director/president	\$40	\$35	2024
Children's Hemiplegia And	TX	\$41,862	Executive Di	\$30,000	\$27,520	2024
Missionwellness Foundation Inc	GA	\$43,096	Officer	\$11,310	\$10,737	2023
Hospice Of Morrow County Inc	OH	\$41,550	Administrator	\$8,400	\$8,159	2024
Hebrew Health Care Inc	CT	\$43,200	President & Ceo	\$333,977	\$287,169	2024
Ibew 1393 Charity Foundation Inc	IN	\$43,219	Director	\$60,882	\$58,878	2024
Comprehensive Medical Mentoring Program	LA	\$41,470	President	\$53,373	\$53,897	2024
Harrisburg Medical Center Foundation	IL	\$41,100	President/ceo	\$128,446	\$115,804	2024
Tomah Health Community Foundation Inc	WI	\$43,748	Director Of Public Relations	\$166,970	\$159,915	2024
Ahp Foundation	VA	\$43,849	President/ceo	\$46,042	\$41,973	2023
Pediatric And Family Medical Foundation	CA	\$44,188	President/ceo	\$22,813	\$18,599	2023
Professional Emergency Services Inc	WI	\$44,228	Pres/treas	\$7,500	\$7,183	2024
Community Nursing Association Of	MA	\$40,131	Treasurer And Director	\$682	\$562	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Illinois Hospital Research & Educational	IL	\$44,613	Chairman/president	\$268,550	\$242,119	2024
Strategic Professional Solutions Inc	KS	\$39,887	Executive Director Retired	\$17,676	\$17,512	2024
Swannanoa Valley Medical Centerinc	NC	\$45,652	Secretary	\$1,800	\$1,705	2024
Mass Hospital Research & Educational	MA	\$38,866	President & Ceo	\$161,132	\$132,787	2024
Jewish Home Of Greater Harrisburg	PA	\$46,015	Ceo	\$498,260	\$469,131	2023
Fort Hudson Foundation Corp	NY	\$38,621	Ceo	\$107,908	\$89,421	2024
Tri-county Health Clinic	VA	\$46,405	Executive Director	\$52,000	\$46,044	2024
Pathcheck Foundation	MA	\$38,200	President	\$33,750	\$27,813	2024
Jc Blair Memorial Hospital Foundation	PA	\$37,830	President	\$13,159	\$12,390	2023
Silver Otter Strategies Inc	MA	\$47,039	Treasurer (Until 1/2023)	\$26,961	\$22,874	2023
Four Rivers Charitable Foundation	KY	\$47,075	Vice President	\$56,355	\$57,165	2023
South Pike Hospital Association Inc	MS	\$37,500	President	\$18,800	\$19,202	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	101 organizations. Compensation range \$35–\$469,131; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$42,354); for reference, expenses \$161,426 and assets \$78,669. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stacey Easterling, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	61 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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)	35 th
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	22 nd

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 (Stacey Easterling) 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 101 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$20,354 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.