

Tucson Interfaith Hivoids Network

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Christopher Scott Blades, Executive Director / CEO** (\$98,575) against **every comparable organization** that fit the selection criteria — **127** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

Benchmarked executive: Christopher Scott Blades — 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 (E70Z).
BUDGET	Total revenue between \$316,664 and \$708,949 — 0.67x to 1.50x the subject's \$472,633 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

127 organizations qualified on sector, size, and geography → **127** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$29,764	\$57,830	\$83,122	\$116,808	\$157,522	\$98,575
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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
Gyedi Project	CO	\$472,144	Executive Director	\$181,438	\$171,182	2025
American Muslim Health Professionals	IL	\$469,756	Executive Dir.	\$80,000	\$79,434	2024
Do Care Doula Foundation Inc	DE	\$469,474	Executive Director	\$2,225	\$2,200	2024
Sarah Mclean Foundation	OK	\$468,860	Executive Director	\$75,101	\$85,988	2023
Kentuckiana Health Collaborative	KY	\$485,421	President And Ceo	\$137,000	\$153,046	2023
Brain Support Network	CA	\$458,964	President/ceo	\$103,667	\$90,409	2024
Lets Smile	MN	\$457,806	Executive Director	\$74,250	\$74,099	2024
Immunize Kansas Coalition Inc	KS	\$456,322	Former Exec Director	\$63,075	\$67,047	2025
Triple H Equitherapy Center	TX	\$489,615	Executive Director	\$60,090	\$62,501	2023
Bcauseican Inc	MD	\$490,070	Ceo	\$90,563	\$88,038	2023
Hpv Cancers Alliance	NY	\$454,618	Executive Di	\$120,000	\$109,516	2024
Eve's Hope	FL	\$491,099	Executive Director	\$59,358	\$57,982	2023
Chatham County Safety Net Planning	GA	\$492,315	Executive Director	\$64,537	\$67,474	2023
Breathedeep Inc	NY	\$492,991	Director	\$40,000	\$37,584	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Community Impact & Health Equity	SC	\$451,935	Ceo Founder	\$76,604	\$80,713	2024
Massachusetts Sickle Cell Associationinc	MA	\$447,815	Executive Director	\$92,500	\$83,950	2024
Albert Schweitzer Fellowship Houston-galveston	TX	\$446,300	Executive Director	\$22,863	\$23,098	2024
Southside Coalition Of Community	CA	\$499,181	Executive Dir.	\$175,088	\$148,760	2025
Center For Health And Hope	CO	\$502,619	Executive Director	\$15,633	\$15,139	2024
Living For Zachary	TX	\$502,837	Executive Dir.	\$85,738	\$84,387	2025
At Ease Usa	NE	\$503,643	Executive Director	\$99,243	\$107,806	2024
To Life Inc	NY	\$505,574	Exec. Direct	\$90,502	\$82,596	2024
Universal Health Care Action	OH	\$505,595	Executive Di	\$82,641	\$88,402	2024
Foundation For Healthy Generations	WA	\$507,681	Executive Dir.	\$176,939	\$159,994	2024
Black Hills Health And Education Center	SD	\$509,903	President	\$23,078	\$25,724	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 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 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.

■ Sample, role match & sensitivity

PEER COUNT 127 organizations. Compensation range \$104–\$2,559,921; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$472,633); for reference, expenses \$426,323 and assets \$1,262,809.
ROLE MATCH	Christopher Scott Blades, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	66 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	63 rd

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 (Christopher Scott Blades) 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 127 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,575 is reasonable (approximately the 66th 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.