

# Utah Public Health Association

Executive Director / CEO

EIN 870327438

UT · NTEE E60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carrie Butler, Executive Director / CEO** (\$76,050) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Carrie Butler — 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 (E60).

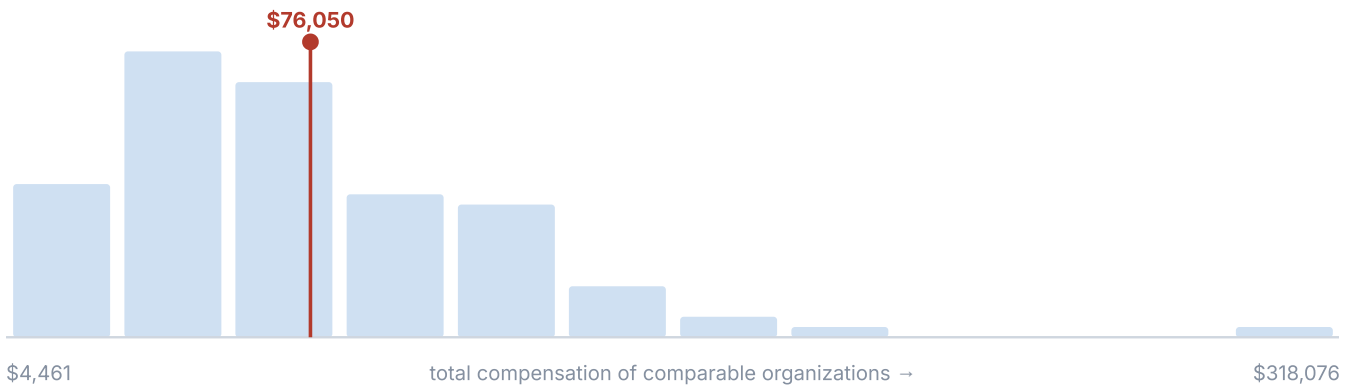
**BUDGET** Total revenue between \$248,324 and \$555,949 — 0.67x to 1.50x the subject's \$370,633 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

**104** organizations qualified on sector, size, and geography

→ **104** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,277	\$42,834	\$63,460	\$102,230	\$128,370	\$76,050
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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 UT 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="#">Chaddock Behavioral Health Services</a>	IL	\$371,712	President/ceo	\$51,066	<b>\$49,052</b>	2024
<a href="#">Edi Institute Inc</a>	MA	\$369,132	Vp Partner Services	\$116,500	<b>\$102,287</b>	2024
<a href="#">Nacogdoches Treatment Center For</a>	TX	\$365,879	Executive Dir.	\$85,883	<b>\$83,939</b>	2024
<a href="#">West Virginia Rural Health Association</a>	WV	\$377,104	Executive Director	\$75,713	<b>\$82,463</b>	2023
<a href="#">Sayre House Of Hope</a>	PA	\$377,190	Director - President/ceo Tgc	\$192,157	<b>\$192,760</b>	2023
<a href="#">Living Hope Wheelchair Association</a>	TX	\$377,672	Executive Director	\$120,000	<b>\$120,748</b>	2023
<a href="#">Albert Schweitzer Fellowship Of Alabama</a>	AL	\$379,236	Executive Director (Oct-may)	\$55,632	<b>\$57,209</b>	2025
<a href="#">Vermont Association Of Hospitals &amp;</a>	VT	\$386,874	Vice Chair/s	\$64,220	<b>\$63,156</b>	2024
<a href="#">White Pine Center For Healing Corp</a>	PA	\$387,213	Executive Di	\$47,500	<b>\$47,649</b>	2023
<a href="#">Man Up To Cancer</a>	ME	\$353,495	Director	\$60,000	<b>\$58,702</b>	2024
<a href="#">Protectors Peak Retreat Center</a>	MN	\$352,917	Director	\$7,500	<b>\$7,455</b>	2023
<a href="#">Prama Institute</a>	NC	\$351,574	Secretary	\$46,167	<b>\$46,609</b>	2024
<a href="#">Gift Of Hope Community Foundation</a>	IL	\$351,563	Vice Chair/executive Director	\$62,611	<b>\$61,918</b>	2023
<a href="#">Positive Family Partners Inc</a>	FL	\$392,326	Ceo	\$18,000	<b>\$17,010</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Children's Health Ventures Inc</a>	NJ	\$394,773	President/ceo	\$166,518	<b>\$145,264</b>	2024
<a href="#">Minnesota Stroke Association</a>	MN	\$344,768	Chief Executive Officer	\$19,733	<b>\$19,614</b>	2023
<a href="#">Man Cave Health Inc</a>	NY	\$398,267	Director	\$110,306	<b>\$97,389</b>	2024
<a href="#">Georgia Ovarian Cancer Alliance Inc</a>	GA	\$342,548	Executive Director	\$100,742	<b>\$98,971</b>	2024
<a href="#">Hospice Care By Pennswood Village</a>	PA	\$342,302	Ceo Of Pennswood Village	\$43,657	<b>\$42,538</b>	2024
<a href="#">Wise Health Foundation</a>	TX	\$399,867	Ceo Of System	\$134,823	<b>\$135,663</b>	2023
<a href="#">Lifeline Pregnancy Help Center Inc</a>	NC	\$400,449	Executive Director	\$49,280	<b>\$51,221</b>	2023
<a href="#">Northstar Palliative Care Inc</a>	MI	\$340,517	President & Chief Executive Officer	\$27,829	<b>\$28,894</b>	2023
<a href="#">St Louis Health Equipment Lending</a>	MO	\$401,059	Executive Di	\$100,653	<b>\$104,162</b>	2024
<a href="#">A Time To Heal Inc</a>	NE	\$401,881	Executive Director	\$124,059	<b>\$134,222</b>	2023
<a href="#">Vitamin Bridge</a>	TX	\$339,291	Coo	\$43,927	<b>\$42,933</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **104** organizations. Compensation range \$4,461–\$318,076; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$370,633); for reference, expenses \$380,389 and assets \$120,838.
ROLE MATCH	Carrie Butler, reported title " <i>EXECUTIVE DIRECTOR</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	60 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	59 <sup>th</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	53 <sup>rd</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 (Carrie Butler) 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 104 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$76,050 is reasonable (approximately the 60<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.