



■ 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 WA 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
Jonesboro Church Health Center Inc	AR	\$297,631	Executive Director	\$54,725	\$68,707	2024
Faith Hope & Love Christian Ministr	GA	\$297,330	Medical Dire	\$136,500	\$153,298	2024
Region Ii Emergency Medical Services	NM	\$297,078	Employee	\$36,400	\$45,020	2023
Northwest Pa Area Health Education Cente	PA	\$296,918	Executive Dir.	\$74,279	\$80,602	2025
Rural Minds Inc	IL	\$296,906	Executive Director	\$118,011	\$129,585	2024
Kimball Hospital Foundation	NE	\$298,679	Executive Director	\$5,709	\$6,858	2024
American Pregnancy Association	TX	\$296,882	Executive Director	\$36,000	\$40,222	2024
Boone County Hospital Foundation	IA	\$298,829	Executive Dir.	\$26,449	\$31,512	2025
Caldwell Council On Adolescent Health Inc	NC	\$298,868	Executive Director	\$59,603	\$68,787	2024
Center For Healthy Development	VA	\$298,921	Ceo/president/treasurer	\$92,232	\$99,468	2024
Minnesota Masonic Children's Clinic For	MN	\$299,202	President/ceo - Charities	\$34,208	\$38,869	2023
Tok Community Clinic Inc	AK	\$299,246	Secretary/tr	\$11,050	\$12,148	2023
Stuck Community Acupuncture Inc	AZ	\$299,256	President	\$87,867	\$94,385	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Abundant Life	AR	\$299,851	Executive Director	\$46,661	\$58,582	2024
Hardin Medical & Dental Staff Inc	KY	\$299,947	Chief Direct	\$25,000	\$34,727	2021
Garretson Community Ambulance Corp	SD	\$295,575	President	\$24,439	\$30,126	2024
Irvona Volunteer Ambulance Services	PA	\$300,056	Treasurer	\$38,008	\$42,335	2024
Azcert	AZ	\$295,291	Coo	\$151,000	\$166,993	2023
Mountainside Hospital Medical Staff	NJ	\$300,341	President	\$35,000	\$34,904	2024
Fisher House Of Grt Cleveland Inc	OH	\$300,450	Secretary And Executive Director	\$33,654	\$40,989	2023
West Texas Gifts Of Hope Inc	TX	\$294,869	Executive Director	\$96,320	\$107,617	2024
Community Pregnancy Center Inc	OH	\$300,826	Executive Director	\$51,375	\$60,777	2024
Ashland Christian Health Center Inc	OH	\$300,832	Executive Di	\$44,000	\$52,052	2024
American Migraine Foundation Inc	NY	\$294,663	Executive Director	\$1,000	\$1,009	2024
Chelsea Jewish Charitable	MA	\$300,924	President And Ceo	\$21,326	\$22,037	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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	1195 organizations. Compensation range \$115–\$3,656,665; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$297,790); for reference, expenses \$244,105 and assets \$2,417,889.
ROLE MATCH	Rebecca Elwell, reported title " <i>COORDINATOR</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	255 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	51 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	31 st
Total compensation (D + F), as reported (no adjustments)	36 th
Reportable pay only (column D), adjusted	42 nd
All sources (D + E + F), adjusted	21 st

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 (Rebecca Elwell) 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 1195 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$43,422 is reasonable (approximately the 31st 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.