

Creel Family Philanthropies

Executive Director / CEO

EIN 921880774

TX · NTEE E12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Katherine Jennings, Executive Director / CEO** (\$8,496) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Katherine Jennings — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E12).

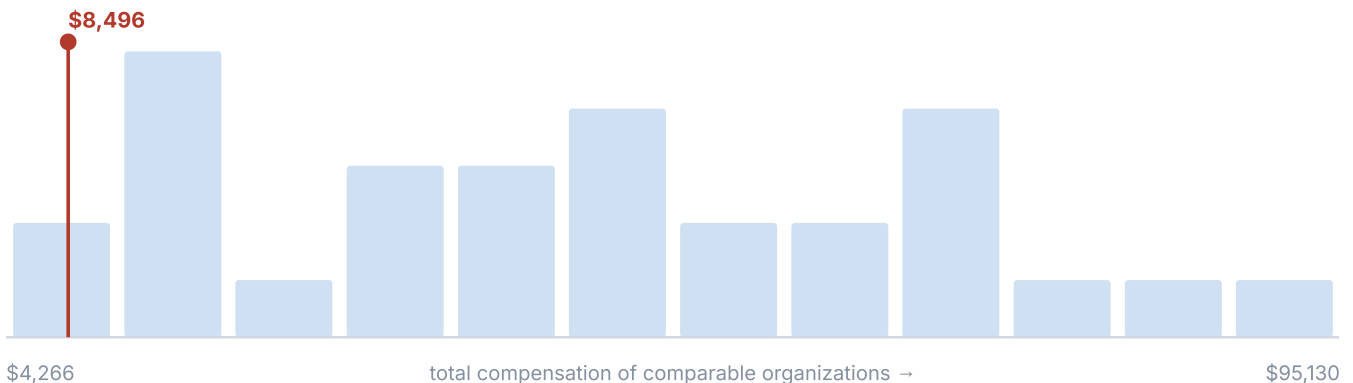
BUDGET Total revenue between \$121,650 and \$272,352 — 0.67x to 1.50x the subject's \$181,568 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$14,810

\$26,814

\$42,912

\$61,004

\$72,815

\$8,496



■ 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 TX 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
Kansas Children's Foundation	KS	\$181,090	Executive Director	\$88,083	\$95,130	2024
Tsf Incorporated	DE	\$183,778	President	\$44,200	\$44,544	2023
Lancaster Patient Care Center	NH	\$179,000	System Ceo	\$18,318	\$16,909	2024
Noise For Now	NM	\$178,767	Executive Dir.	\$64,698	\$71,619	2023
Tri-county Memorial Foundation Inc	WI	\$178,267	Ceo-bghs	\$68,728	\$71,755	2024
Frank Hadley And Cornelia Root Ginn	OH	\$175,530	Treasurer	\$46,913	\$49,673	2024
Lawndale Christian Supporting	IL	\$194,660	President	\$17,947	\$17,639	2024
Pcc Foundation	IL	\$166,555	Director, Started Oct 2024	\$4,456	\$4,266	2025
District 7 Hospital Emergency Planning	IN	\$197,219	Non-voting Treasurer/fisca	\$54,158	\$57,095	2024
Van Sciver Corporation	NJ	\$200,632	President & Ceo	\$59,580	\$54,750	2023
Circle Of Hope Inc	CA	\$159,841	Ceo	\$45,872	\$39,598	2024
Upland Hills Health Foundation Inc	WI	\$157,040	President/ceo - Uhh	\$27,818	\$29,043	2024
Cooper Trooper Foundation	TN	\$156,117	Executive Director	\$36,000	\$38,946	2023
Living Organ Donor Assistance Fund	CA	\$155,462	Director/ceo	\$77,000	\$68,432	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Medical Staff Of Englewood Hospital	NJ	\$152,463	President	\$30,000	\$27,568	2023
Legacy Connection	AZ	\$147,848	Director/ceo	\$35,595	\$34,222	2024
Stroke Awareness Oregon	OR	\$216,611	Executive Director	\$44,897	\$42,912	2023
Bridge To A Cure Foundation Inc	FL	\$216,743	Executive Director	\$14,000	\$13,148	2024
The Parachute Foundation	MN	\$216,984	President	\$26,366	\$26,814	2023
Adams County Medical Foundation Inc	OH	\$222,998	Exec Director	\$79,558	\$84,238	2024
Brunswick Novant Medical Center	NC	\$139,045	Exec Director	\$14,316	\$15,225	2023
Colorado Safety Net Collaborative	CO	\$138,886	Managing Consultant	\$50,000	\$49,345	2023
Newberry County Hospital Foundation Inc	SC	\$224,812	Vice-chair	\$9,645	\$10,059	2024
Church Home & Hosp Of The City Of	MD	\$132,854	President/director	\$68,921	\$66,318	2023
Hospice Help Foundation	NH	\$230,554	Executive Di	\$63,748	\$58,844	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 **29** organizations. Compensation range \$4,266–\$95,130; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$181,568); for reference, expenses \$182,374 and assets \$6,979.
ROLE MATCH	Katherine Jennings, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	0 th

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 (Katherine Jennings) 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 29 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,496 is reasonable (approximately the 3rd 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.