

Kex Kids Fund

Executive Director / CEO

EIN 943055803

OR · NTEE E30Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Vicki Linnman, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **234** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Vicki Linnman — reported title “EXECUTIVE DIRECTOR & DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E30Z).

BUDGET Total revenue between \$59,317 and \$132,801 — 0.67x to 1.50x the subject's \$88,534 (the band tightens as size grows).

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

234 organizations qualified on sector, size, and geography → **234** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,255

\$16,735

\$35,633

\$62,250

\$106,276

\$6,000



■ 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 OR 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
Hospicare Foundation Inc	NY	\$88,434	Executive Director	\$29,144	\$28,359	2024
Turning Point Pregnancy Center Inc	AL	\$88,661	Executive Director	\$24,500	\$28,502	2024
St Marys Community Care Professionals	NY	\$88,338	President & Ceo	\$84,043	\$81,778	2024
Acacia Network Inc	NY	\$88,323	President	\$70,634	\$70,760	2023
Pinnacle Asset Holdings Inc	LA	\$88,094	President	\$20,115	\$23,851	2024
Center For Quality Systems Improvement	CA	\$87,910	Board Chair	\$140,387	\$130,537	2024
Special Persons Mailing Service Inc	VA	\$87,788	Reg Agent/ D	\$21,154	\$22,644	2023
Inclusivcare Community Investment Inc	LA	\$87,750	Secretary	\$22,504	\$26,684	2024
Albert Lea Healthcare Coalition	MN	\$87,741	Board Member	\$5,415	\$5,762	2024
Lakeshore Medical Training Program Inc	IN	\$89,600	Program Director	\$10,605	\$12,043	2024
Bay Cove Moseley Group Home Inc	MA	\$87,314	President/ceo	\$14,439	\$14,384	2023
Pivotal Health & Wellness Inc	KS	\$89,848	President	\$58,500	\$70,065	2023
Bayhealth Cancer Institute	DE	\$89,939	Interim President	\$69,078	\$72,835	2024
Wyoming County Community Health Fou	PA	\$90,142	Executive Director	\$44,929	\$48,247	2024
Children's Public Health Fund	NH	\$86,776	Director	\$19,478	\$19,939	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Peace Out Cancer Chair Inc	KS	\$86,654	Co-founder	\$36,000	\$41,880	2024
Community Health And Wellness Holdings	CT	\$86,171	President/ceo	\$4,587	\$4,631	2024
Advocates For The Disabled	NY	\$91,008	Executive Director	\$38,557	\$37,518	2024
Valley County Health System Foundat	NE	\$85,841	Administrato	\$411	\$490	2023
Up N Out Social Club Of America	CA	\$85,802	President	\$19,000	\$17,667	2024
Memorial Hospital Foundation Inc	GA	\$91,427	Ceo/presiden	\$39,076	\$42,309	2024
First Step Foundation	FL	\$91,823	President	\$7,732	\$7,822	2024
Swedishamerican Health System Corp	IL	\$85,163	President & Ceo	\$85,450	\$93,133	2023
Children's Hospital Oakland Family House	CA	\$84,940	Ceo	\$51,575	\$49,373	2023
Colorado Dental Association Foundation	CO	\$92,158	President	\$19,332	\$19,447	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **234** organizations. Compensation range \$100–\$1,807,353; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$88,534); for reference, expenses \$121,454 and assets \$603,921.

ROLE MATCH	Vicki Linnman, reported title " <i>EXECUTIVE DIRECTOR & DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	108 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	9 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	6 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 (Vicki Linnman) 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 234 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 9th 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.