

Assabet Valley Ipa Inc

Executive Director / CEO

EIN 042800933

MA · NTEE E70

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Arnold Hill Md, Executive Director / CEO** (\$4,950) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Arnold Hill Md — reported title "PRESIDENT/TREASURER/CLERK", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E70).

BUDGET Total revenue between \$16,690 and \$37,366 — 0.67x to 1.50x the subject's \$24,911 (the band tightens as size grows).

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

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,658	\$16,800	\$26,340	\$58,649	\$108,199	\$4,950
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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 MA 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
Center For Nursing And Rehabilitation	NY	\$25,000	President/ceo	\$47,155	\$47,418	2023
Anvk Inc	WI	\$24,792	Interim Ceo	\$28,094	\$31,714	2024
Marillac Qalicb Inc	CO	\$24,471	President	\$31,323	\$32,464	2024
Northland Foundation Inc	WI	\$24,262	Ceo	\$23,333	\$26,340	2024
Mission Hospital Foundation	TX	\$24,119	Ceo (Regional)/ Board Secretary	\$19,767	\$22,004	2023
Climate Health And Research Network	ME	\$23,561	President	\$22,776	\$24,652	2024
The Perryridge Corporation	CT	\$23,544	Director, President & Secr	\$370,755	\$375,745	2024
Washington Dental Service Fund	WA	\$23,429	President/ceo Arcora Foundation	\$83,503	\$83,195	2023
Northern Michigan Medical Management	MI	\$23,333	Chairman & President/ceo	\$33,953	\$37,880	2024
Chad Colley River Valley Hospice House	AR	\$22,372	Vice-president	\$2,000	\$2,430	2024
Mcmillan Hospital Health Care	AL	\$22,257	Treasurer-le	\$26,204	\$30,599	2024
Operation Walk Of Virginia Inc	VA	\$27,823	Treasurer	\$12,000	\$12,524	2024
Rmlhp Corporation	IL	\$21,479	President/ceo	\$54,170	\$56,080	2025
Pediatric Research Of Los Angeles	CA	\$28,432	Secretary	\$3,500	\$3,267	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hancock County Medical Society	OH	\$21,375	Secretary/treasurer	\$3,600	\$4,122	2024
Illinois Amvets Healthcare Facility	IL	\$21,372	Secretary	\$24,095	\$26,361	2023
Connecticut Hospital Association Trust	CT	\$21,315	Trustee	\$79,135	\$82,569	2023
Ultimate Gift Of Life Foundation	TX	\$28,572	Executive Di	\$22,420	\$24,241	2024
Third Circle	MI	\$21,080	Medical Director	\$10,000	\$11,486	2023
Washington State Pharmacy Foundation	WA	\$28,936	Executive Director	\$185,504	\$179,518	2024
Astris Sunnyside Foundation	WA	\$29,190	Ceo	\$57,034	\$56,824	2023
Adipsy	VA	\$29,291	Ceo & Founde	\$65,140	\$67,983	2024
Tb12 Foundation Inc	MA	\$20,220	Executive Director/clerk	\$131,250	\$127,484	2024
Amberwell Atchison Support	KS	\$20,026	Ceo	\$16,004	\$19,240	2023
Kentucky Pediatric Society Foundation	KY	\$19,997	Executive Director	\$14,261	\$16,561	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 53 organizations. Compensation range \$1,626–\$990,625; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$24,911); for reference, expenses \$50,643 and assets \$700,982. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Arnold Hill Md, reported title " <i>PRESIDENT/TREASURER/CLERK</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	31 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	11 th
Total compensation (D + F), as reported (no adjustments)	11 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	9 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 (Arnold Hill Md) 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 53 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$4,950 is reasonable (approximately the 11th 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.