

Council On Aging Of Florida Inc

Executive Director / CEO

EIN 202012508

FL · NTEE E02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Edward Hurt, Executive Director / CEO** (\$293,577) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

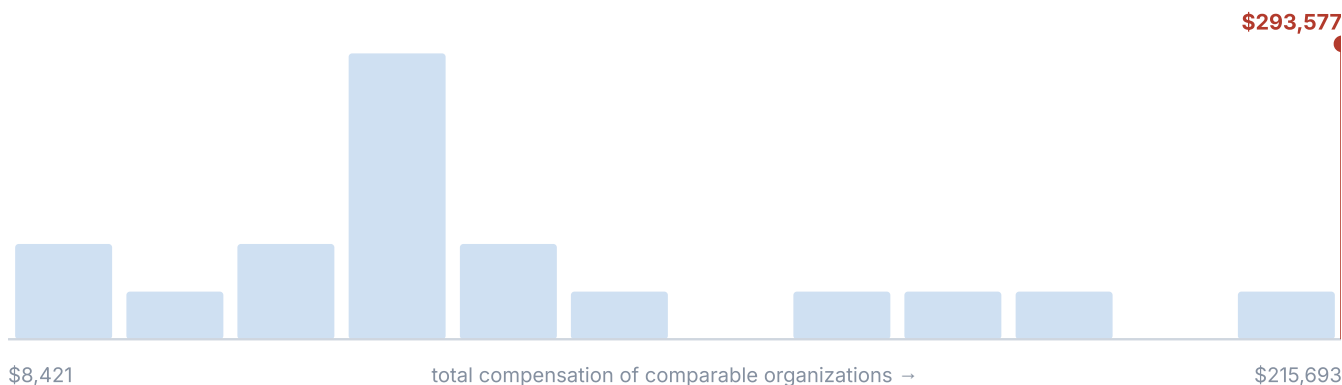
Benchmarked executive: Edward Hurt — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E02).
BUDGET	Total revenue between \$321,690 and \$720,202 — 0.67x to 1.50x the subject's \$480,135 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E02), nationwide + budget 0.67–1.5x revenue.

18 organizations qualified on sector, size, and geography → **18** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$30,037	\$59,775	\$70,048	\$103,786	\$161,005	\$293,577
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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 FL 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
504healthnet Inc	LA	\$471,394	Interim Executive Director	\$78,831	\$92,401	2024
North Carolina Pace Association	NC	\$491,764	Executive Director	\$67,000	\$71,793	2025
L A Net Community Health Resource Network	CA	\$495,036	President Nonvoting	\$72,175	\$68,302	2023
Independent Health Network Inc	NE	\$449,119	President & Ceo	\$39,542	\$46,609	2023
Healthcare Ventures Alliance Llc	PA	\$513,691	Dir Of Clinical Svcs Integ	\$160,556	\$170,436	2024
Consult Atlas Foundation	AZ	\$432,256	Chief Legal Officer	\$8,931	\$9,143	2024
Region Vii Complete Community Care	MI	\$406,024	Executive Director	\$35,488	\$38,992	2024
Commission For The Accreditation Of	PA	\$394,041	Executive Director	\$60,000	\$63,692	2024
International Psychotherapy Institute	MD	\$610,659	Executive Director	\$57,808	\$59,229	2023
Connectmed International	CA	\$347,337	Executive Dir.	\$82,800	\$76,108	2024
Walking Miraclesorg	WV	\$344,078	Chair	\$54,250	\$62,526	2024
Health Tech Alley	MD	\$338,615	President/executive Director	\$105,000	\$107,581	2023
Detroit East Medical Control	MI	\$334,262	Secretary/treasurer	\$120,920	\$132,858	2024
Connections Telehealth Consortium	ME	\$628,009	President	\$7,900	\$8,421	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Behavior Change Consulting Institute	FL	\$639,001	Executive Director	\$59,650	\$61,412	2023
Vail Health Services	CO	\$644,463	President And Ceo	\$76,146	\$77,723	2024
Viecare Inc	PA	\$668,907	Administrator, Life Progra	\$143,622	\$156,963	2023
Valley Health Alliance Inc	CO	\$711,634	Executive Director	\$211,317	\$215,693	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	18 organizations. Compensation range \$8,421–\$215,693; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$480,135); for reference, expenses \$497,324 and assets \$511,789.
ROLE MATCH	Edward Hurt, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	100th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	89 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 (Edward Hurt) 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 18 similarly situated organizations (Same NTEE sector (E02), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$293,577 is reasonable (approximately the 100th 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.