

# Northern Michigan Medical Management

Executive Director / CEO

EIN 208458840

MI · NTEE E11

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Todd Burch, Executive Director / CEO** (\$33,953) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Todd Burch — reported title “CHAIRMAN & PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

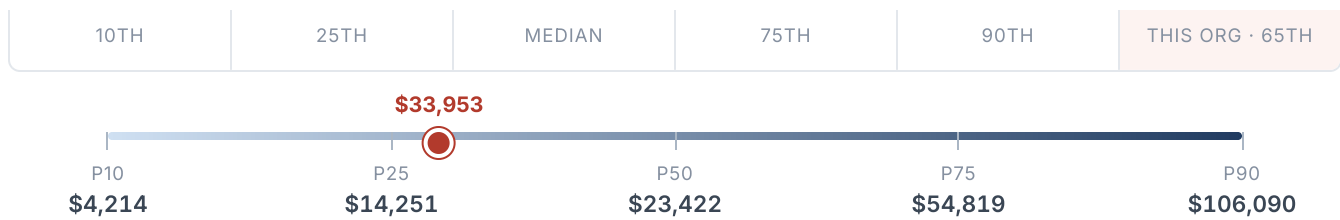
SECTOR	Organizations sharing the subject's NTEE classification (E11).
BUDGET	Total revenue between \$15,633 and \$34,999 — 0.67x to 1.50x the subject's \$23,333 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**48** organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,214	\$14,251	\$23,422	\$54,819	\$106,090	\$33,953
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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 MI 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
<a href="#">Washington Dental Service Fund</a>	WA	\$23,429	President/ceo Arcora Foundation	\$83,503	<b>\$74,570</b>	2023
<a href="#">The Perryridge Corporation</a>	CT	\$23,544	Director, President & Sec	\$370,755	<b>\$336,790</b>	2024
<a href="#">Climate Health And Research Network</a>	ME	\$23,561	President	\$22,776	<b>\$22,096</b>	2024
<a href="#">Mission Hospital Foundation</a>	TX	\$24,119	Ceo (Regional)/ Board Secretary	\$19,767	<b>\$19,723</b>	2023
<a href="#">Northland Foundation Inc</a>	WI	\$24,262	Ceo	\$23,333	<b>\$23,609</b>	2024
<a href="#">Chad Colley River Valley Hospice House</a>	AR	\$22,372	Vice-president	\$2,000	<b>\$2,178</b>	2024
<a href="#">Mcmillan Hospital Health Care</a>	AL	\$22,257	Treasurer-le	\$26,204	<b>\$27,427</b>	2024
<a href="#">Marillac Qalicb Inc</a>	CO	\$24,471	President	\$31,323	<b>\$29,099</b>	2024
<a href="#">Anvk Inc</a>	WI	\$24,792	Interim Ceo	\$28,094	<b>\$28,426</b>	2024
<a href="#">Assabet Valley Ipa Inc</a>	MA	\$24,911	President/treasurer/clerk	\$4,950	<b>\$4,437</b>	2023
<a href="#">Center For Nursing And Rehabilitation</a>	NY	\$25,000	President/ceo	\$47,155	<b>\$42,502</b>	2023
<a href="#">Rmlhp Corporation</a>	IL	\$21,479	President/ceo	\$54,170	<b>\$50,266</b>	2025
<a href="#">Hancock County Medical Society</a>	OH	\$21,375	Secretary/treasurer	\$3,600	<b>\$3,694</b>	2024
<a href="#">Illinois Amvets Healthcare Facility</a>	IL	\$21,372	Secretary	\$24,095	<b>\$23,628</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Connecticut Hospital Association Trust</a>	CT	\$21,315	Trustee	\$79,135	<b>\$74,008</b>	2023
<a href="#">Third Circle</a>	MI	\$21,080	Medical Director	\$10,000	<b>\$10,295</b>	2023
<a href="#">Tb12 Foundation Inc</a>	MA	\$20,220	Executive Director/clerk	\$131,250	<b>\$114,268</b>	2024
<a href="#">Amberwell Atchison Support</a>	KS	\$20,026	Ceo	\$16,004	<b>\$17,246</b>	2023
<a href="#">Kentucky Pediatric Society Foundation</a>	KY	\$19,997	Executive Director	\$14,261	<b>\$14,844</b>	2024
<a href="#">Southwest Cares Foundation</a>	TX	\$19,092	Ceo	\$6,000	<b>\$5,815</b>	2024
<a href="#">Operation Walk Of Virginia Inc</a>	VA	\$27,823	Treasurer	\$12,000	<b>\$11,225</b>	2024
<a href="#">Butte Valley Ambulance Services Inc</a>	CA	\$18,386	Acting Board Chair	\$1,788	<b>\$1,457</b>	2025
<a href="#">Pediatric Research Of Los Angeles</a>	CA	\$28,432	Secretary	\$3,500	<b>\$2,928</b>	2024
<a href="#">Ultimate Gift Of Life Foundation</a>	TX	\$28,572	Executive Di	\$22,420	<b>\$21,728</b>	2024
<a href="#">Washington State Pharmacy Foundation</a>	WA	\$28,936	Executive Director	\$185,504	<b>\$160,907</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	48 organizations. Compensation range \$1,457–\$887,922; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$23,333); for reference, expenses \$386,810 and assets \$577,857. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Todd Burch, reported title " <i>CHAIRMAN &amp; PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	25 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	65 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	71 <sup>st</sup>

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 (Todd Burch) 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 48 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$33,953 is reasonable (approximately the 65<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.