

Wills Community Surgical Services Of

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Joseph P Bilson, Executive Director / CEO** (\$84,631) against **every comparable organization** that fit the selection criteria — **10** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Joseph P Bilson — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E30).

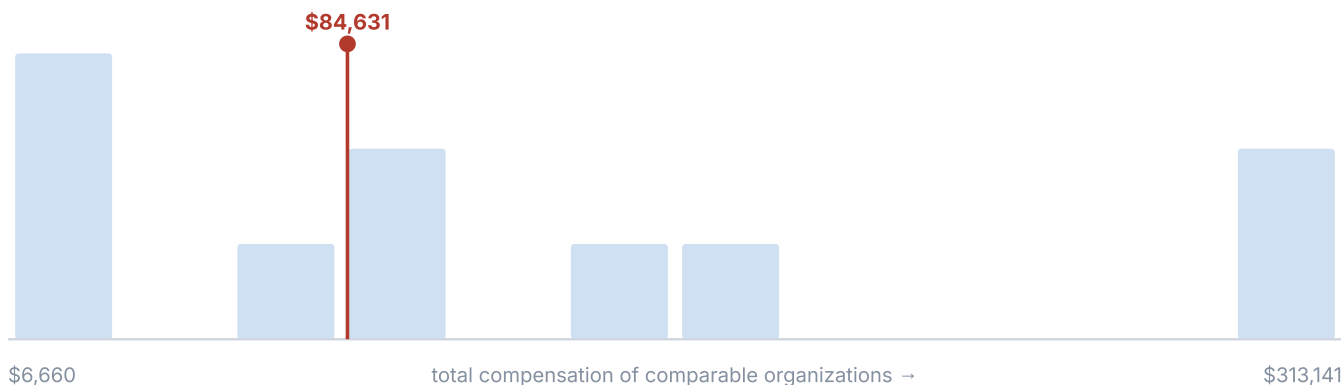
BUDGET Total revenue between \$111 and \$444 — 0.50x to 2.00x the subject's \$222 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.5–2x revenue.

10 organizations qualified on sector, size, and geography

→ **10** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$26,022	\$37,442	\$96,902	\$167,247	\$310,203	\$84,631
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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 PA 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
Scotland County Hospital Foundation	MO	\$250	Ceo	\$26,889	\$29,402	2023
Iroquois Foundation For Behavioral	IL	\$275	Executive Director	\$6,756	\$6,660	2024
St Joseph's Community Care Inc	FL	\$142	Trustee/cpe Baycare	\$182,090	\$171,534	2024
Riverside Health Care System Inc	NY	\$111	President/ceo	\$170,377	\$154,384	2024
Ivna Health Services	VA	\$337	President/ceo - Richmond	\$320,047	\$309,877	2024
Southeasthealth System	MO	\$344	President/ceo/system Director	\$83,459	\$91,259	2023
Oregon Rural Health Initiative	OR	\$350	Secretary	\$66,106	\$61,560	2024
University Of Nevada School Of Medicine	NV	\$357	President	\$311,535	\$313,141	2024
Peace Life Care System	IL	\$385	Ceo	\$27,758	\$28,173	2023
Lake Champlain Physician Services Pc	NY	\$444	President/coo	\$113,166	\$102,544	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	10 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$6,660–\$313,141; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$222); for reference, expenses \$122,771 and assets \$4,441. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joseph P Bilson, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 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	40th
Total compensation (D + F), as reported (no adjustments)	50th
Reportable pay only (column D), adjusted	0th
All sources (D + E + F), adjusted	40th

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 (Joseph P Bilson) 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 10 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.5–2× revenue).
3. The authorized body determined that total compensation of \$84,631 is reasonable (approximately the 40th 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.