

Arizona Medical Association Foundation

Executive Director / CEO

EIN 237036794
 AZ · NTEE E00C
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Elizabeth De Bie, Executive Director / CEO** (\$10,201) against **every comparable organization** that fit the selection criteria — **950** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Elizabeth De Bie — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E00C).
BUDGET	Total revenue between \$152,506 and \$341,431 — 0.67x to 1.50x the subject's \$227,621 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

950 organizations qualified on sector, size, and geography → **950** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,523	\$30,217	\$51,513	\$79,133	\$120,273	\$10,201
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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 AZ 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
Equinoterapia Puerto Rico Inc	PR	\$227,505	Executive Director	\$37,225	\$37,225	2024
Fhcsd Growth Fund Inc	CA	\$227,456	Secretary	\$83,430	\$77,122	2023
Hope 4 Life	VA	\$227,924	Advisor To Board	\$4,143	\$4,159	2024
Sheridan Health Care Foundation Inc	MT	\$228,019	Executive Director	\$9,850	\$11,040	2024
Hermiston Rhf Housing Inc	CA	\$228,213	President/ceo	\$76,739	\$68,902	2024
Inner Compass Initiative Inc	MA	\$227,000	Director	\$70,000	\$65,407	2024
Coast Pregnancy Clinic	OR	\$228,269	Executive Director	\$42,417	\$42,168	2023
Northeastern Anesthesia Of New Jersey Pc	NY	\$228,503	Ceo	\$70,612	\$68,306	2023
Life Circle	NM	\$228,514	Executive Director	\$62,500	\$71,962	2023
Samaritan Healthcare Foundation	WA	\$228,549	Executive Director	\$72,137	\$69,139	2023
Morris Hospital Auxiliary	IL	\$228,550	President/ceo	\$54,801	\$56,020	2024
Fennimore Area Rescue Squad Inc	WI	\$226,423	Chief	\$9,678	\$10,510	2024
Danville Neca-ibew Electrical Jatc	IL	\$228,990	Training Director	\$63,333	\$66,654	2023
Pregnancy Resource Center Of Gp	TX	\$226,146	Executive Director	\$45,000	\$46,806	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Eden Clinic Inc	OK	\$226,043	Executive Director	\$21,487	\$24,602	2024
Strong Like Ak	NC	\$229,278	Executive Director	\$46,410	\$49,862	2024
Small Miracles Therapeutic	TN	\$229,287	Executive Di	\$51,482	\$56,268	2024
Hope Clinic Of Ross County Inc	OH	\$225,810	Co-director	\$21,703	\$23,286	2025
Wellness Tree Community Clinic	ID	\$229,432	Executive Dir.	\$82,987	\$89,428	2025
Multiple Sclerosis Resources Of Central	NY	\$229,479	Executive Director	\$76,059	\$71,464	2024
Choices Pregnancy Center	MN	\$229,544	Exec Director	\$37,911	\$38,951	2024
Women Chiropractors	MI	\$229,575	Executive Di	\$57,369	\$63,390	2023
Clarksdale Speech & Hearing	MS	\$229,683	Executive Director	\$64,834	\$73,148	2025
Borger Area Crisis Pregnancy Center Inc	TX	\$229,826	Exec. Director	\$39,038	\$40,604	2024
New Directions Of Decatur County Inc	IN	\$229,917	Executive Dir.	\$55,000	\$62,091	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 **950** organizations. Compensation range \$63–\$1,025,042; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$227,621); for reference, expenses \$238,263 and assets \$165,604.
ROLE MATCH	Elizabeth De Bie, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	209 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	50 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	7 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	85 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 (Elizabeth De Bie) 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 950 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,201 is reasonable (approximately the 7th 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.