

# Southern Sudan Health Care Organization

Executive Director / CEO

EIN 262293084

MI · NTEE E32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jacob Atem, Executive Director / CEO** (\$71,757) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Jacob Atem — reported title “President and 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 (E32).

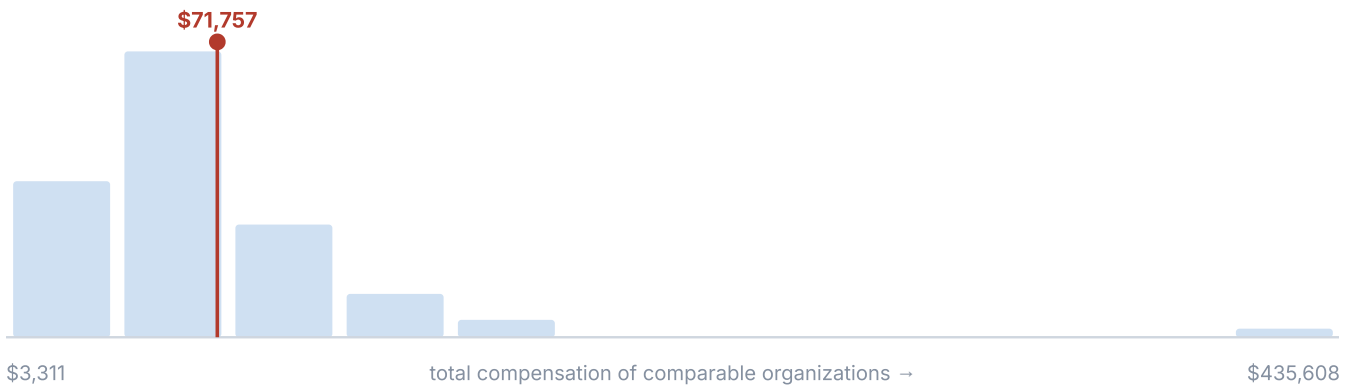
**BUDGET** Total revenue between \$169,743 and \$380,023 — 0.67x to 1.50x the subject's \$253,349 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

**72** organizations qualified on sector, size, and geography

→ **72** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,864	\$39,075	\$58,133	\$82,248	\$110,693	\$71,757
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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="#">The Poore Medical Clinic Inc</a>	AZ	\$252,786	Executive Dir.	\$43,134	<b>\$41,377</b>	2023
<a href="#">Naturopaths International</a>	AZ	\$252,303	President	\$44,966	<b>\$41,897</b>	2024
<a href="#">Caring Hearts Free Clinic Of Patrick County Inc</a>	VA	\$256,701	Executive Director	\$42,782	<b>\$41,203</b>	2023
<a href="#">Prototype Health Inc</a>	AZ	\$249,080	Executive Dir.	\$78,000	<b>\$74,823</b>	2023
<a href="#">St Francis Mission Dental Clinic</a>	SD	\$248,673	President	\$3,097	<b>\$3,311</b>	2024
<a href="#">Titusville Health Services Inc</a>	PA	\$247,386	Ceo/president	\$72,034	<b>\$71,652</b>	2023
<a href="#">Kansas City Free Eye Clinic</a>	MO	\$246,219	Executive Director	\$67,160	<b>\$68,916</b>	2024
<a href="#">Antelope Valley Pregnancy Care Center &amp;</a>	CA	\$260,509	Executive Dir.	\$68,966	<b>\$57,696</b>	2024
<a href="#">Mayfair Women's Clinic Inc</a>	FL	\$261,061	Executive Director	\$74,000	<b>\$67,351</b>	2024
<a href="#">Broadway Youth Center Support Corporation</a>	IL	\$243,000	Treasurer	\$19,488	<b>\$19,111</b>	2023
<a href="#">Trinity Health Ministries Inc</a>	TN	\$264,143	Executive Di	\$51,254	<b>\$53,738</b>	2023
<a href="#">A Community Clinic</a>	PA	\$242,402	Director	\$49,825	<b>\$48,139</b>	2024
<a href="#">Hearth Natural Medicine A Nonprofit Community Clinic</a>	WA	\$266,709	Executive Director	\$50,981	<b>\$45,527</b>	2023
<a href="#">Covid Clinic Inc</a>	CA	\$269,068	Chief Executive Officer	\$205,000	<b>\$176,566</b>	2023
<a href="#">Kaufman Christian Help Center Inc</a>	TX	\$235,099	Executive Director	\$58,530	<b>\$58,399</b>	2023
<a href="#">Helping Hands Clinic Inc</a>	FL	\$233,847	Executive Director	\$101,000	<b>\$94,640</b>	2023
<a href="#">Troup Cares Inc</a>	GA	\$231,158	Executive Di	\$99,000	<b>\$96,441</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Chikare Health Services Inc</a>	IN	\$280,347	Clinic/practice Manager	\$27,950	<b>\$28,556</b>	2024
<a href="#">Oakstone Health Center</a>	OH	\$280,557	Medical Director	\$126,000	<b>\$129,294</b>	2024
<a href="#">Hope Clinic Of Ross County Inc</a>	OH	\$225,810	Co-director	\$21,703	<b>\$21,697</b>	2025
<a href="#">Oregon Academy Of General Dentistry Foundation</a>	OR	\$281,558	Executive Director	\$13,561	<b>\$12,201</b>	2024
<a href="#">Sacramento Street Medicine</a>	CA	\$281,834	Executive Dir.	\$28,179	<b>\$24,270</b>	2023
<a href="#">White Phoenix Acupuncture</a>	OR	\$282,502	President/ce	\$64,660	<b>\$59,894</b>	2023
<a href="#">Shepherd's Hand Free Clinic Inc</a>	MT	\$222,642	Executive Director	\$59,629	<b>\$62,273</b>	2024
<a href="#">Crossroads Pregnancy Clinic</a>	TN	\$288,764	Executive Di	\$74,416	<b>\$75,784</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** 72 organizations. Compensation range \$3,311–\$435,608; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$253,349); for reference, expenses \$317,874 and assets \$191,420.

**ROLE MATCH** Jacob Atem, reported title *"President and Executive Officer"*, 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.

**OUTLIERS**      3 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	56 <sup>th</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 (Jacob Atem) 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 72 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,757 is reasonable (approximately the 68<sup>th</sup> 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.