

Community Clinics At Memorial Regional

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Kyle Miller, Executive Director / CEO** (\$49,323) against **every comparable organization** that fit the selection criteria — **216** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

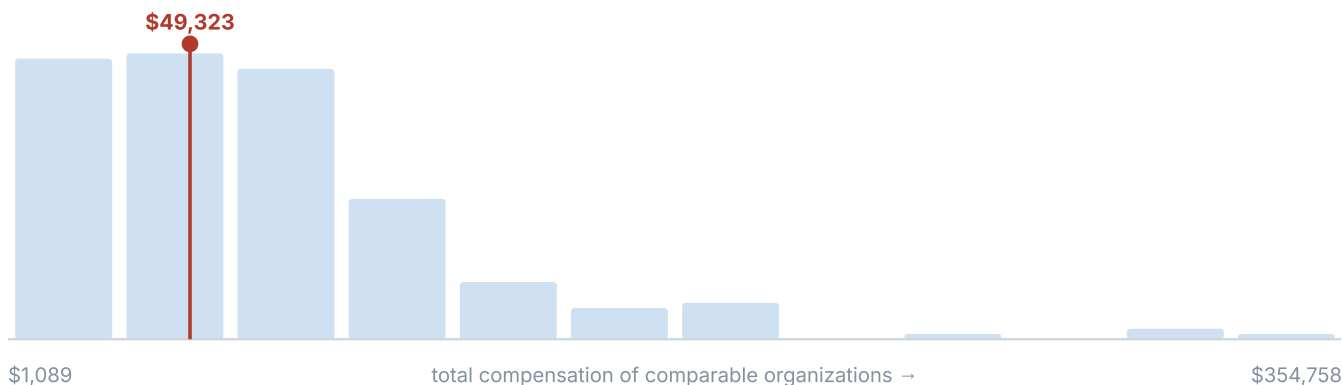
Benchmarked executive: Kyle Miller — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$321,236 and \$719,185 — 0.67x to 1.50x the subject's \$479,457 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

216 organizations qualified on sector, size, and geography → **216** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,239	\$30,751	\$59,376	\$90,085	\$137,007	\$49,323
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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 CO 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
Auguste Escoffier Educational Fund Inc	IL	\$477,033	President	\$88,994	\$93,939	2023
Ase Education And Research Foundation	NC	\$475,571	Ceo	\$294,563	\$317,414	2024
National Hospice Foundation Inc	VA	\$483,563	Interim Ceo	\$56,930	\$59,019	2023
St Joseph Missions Inc	IN	\$483,691	Executive Di	\$69,513	\$76,449	2024
The Emma Alyson & Kate Hance	NY	\$484,071	Executive Director	\$48,532	\$45,736	2024
Precious Dreams Foundation	NY	\$474,568	Executive Director	\$89,077	\$86,424	2023
Social Justice Charitable Corporation	AZ	\$485,271	Director And Secretary	\$24,000	\$24,782	2023
Girls On The Run Hudson Valley Inc	NY	\$473,595	Executive Di	\$88,025	\$82,953	2024
Cancer Services Network Inc	TX	\$487,171	Executive Director	\$70,010	\$73,035	2024
Foundation For Women	CA	\$469,531	Board Trustee	\$18,006	\$16,215	2024
The Livity Foundation Inc	SC	\$469,434	Executive Director	\$63,326	\$68,898	2024
Steam Onward Incorporated	MD	\$469,128	Seed Farming Education Director	\$12,466	\$12,154	2024
International Cardioncology Society Of North America Inc	FL	\$490,309	Executive Director	\$120,000	\$121,037	2023
Pregnancy Help Center Of Galveston Inc	TX	\$491,348	Executive Director	\$71,966	\$75,076	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Partnership For Community Development Ltd	NY	\$491,449	Director	\$39,548	\$37,269	2024
Jaws Youth Fund Inc	NJ	\$491,670	Executive Director	\$128,175	\$122,873	2023
Lifelink International Inc	AL	\$466,080	President	\$130,300	\$146,805	2024
Simon Family Foundation	OH	\$465,819	Treasurer Thru 3/28/2023	\$40,331	\$45,864	2023
Impact Austin Foundation	TX	\$465,504	Executive Director	\$140,207	\$146,265	2024
Crg Foundation Inc	CA	\$463,386	Director	\$28,362	\$25,541	2024
Rcm Community Fund	WI	\$463,015	Secretary	\$21,475	\$22,786	2025
Westview Foundation	SC	\$462,388	President	\$30,550	\$33,238	2024
Minnesota Credit Union Foundation	MN	\$462,196	President	\$19,637	\$20,833	2023
118 East 111th Street Corporation	NY	\$460,434	Ceo	\$18,651	\$18,096	2023
Women And Girls Fund Of	WI	\$460,365	Executive Di	\$95,621	\$104,146	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 216 organizations. Compensation range \$1,089–\$354,758; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$479,457); for reference, expenses \$1,527,768 and assets \$592,775. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Kyle Miller, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	41 st
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Kyle Miller) 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 10, 2026, comparing compensation against 216 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,323 is reasonable (approximately the 41st 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 10, 2026.