

Providence Medical Clinic Of

Executive Director / CEO

EIN 264547646

TN · NTEE E32

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Hart, Executive Director / CEO** (\$54,563) against **every comparable organization** that fit the selection criteria — **86** 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

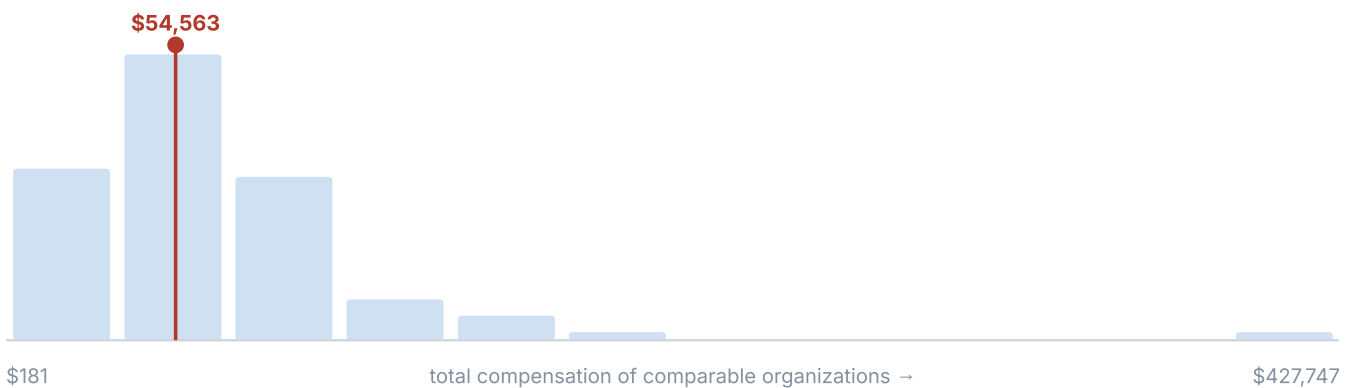
Benchmarked executive: Kimberly Hart — reported title “OFFICE ADMIN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (E32).
- BUDGET** Total revenue between \$231,403 and \$518,068 — 0.67x to 1.50x the subject's \$345,379 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

86 organizations qualified on sector, size, and geography → **86** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,601	\$37,709	\$58,667	\$82,374	\$114,396	\$54,563
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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 TN 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
Shared Christian Ministries	TX	\$343,961	Executive Director	\$80,000	\$78,380	2023
Snake River Community Clinic Inc	ID	\$343,542	Executive Director	\$62,751	\$63,506	2024
Countryside Christian Community	PA	\$338,648	President Ceo	\$13,200	\$12,893	2023
Waco Birth Center And Clinic	TX	\$352,734	President	\$66,100	\$62,904	2024
Gillette Reproductive Health	WY	\$353,765	Executive Di	\$93,497	\$95,247	2024
Community Care Clinic Of	NC	\$353,948	Executive Di	\$60,500	\$59,471	2024
Susan Dew Hoff Memorial Clinic Inc	WV	\$355,326	Board Member	\$30,000	\$30,902	2024
Allen Fam Hc Svc Llc	GA	\$334,615	Officer	\$89,518	\$88,159	2023
Boise Acupuncture Cooperative Inc	ID	\$356,444	Vice President	\$59,885	\$60,606	2024
Ouachita County Medical Services	AR	\$332,406	Physician	\$400,001	\$427,747	2024
Samaritans Touch Care Center Inc	FL	\$358,475	Executive Director	\$35,817	\$32,010	2024
Knapp Medical Group	TX	\$331,952	Ceo/president (Regional)	\$39,610	\$38,808	2023
Family Healthcare Clinic Inc	OK	\$330,709	Executive Director	\$32,103	\$33,630	2024
Chandler Care Center	AZ	\$361,139	Exec Director	\$39,681	\$37,378	2023
The Mobile Ministry Of Dentistry	TN	\$324,800	Executive Di	\$148,711	\$148,711	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Wasatch Community Acupuncture	UT	\$370,228	President	\$56,520	\$55,033	2024
Asian Medical Clinic Of Fremon	CA	\$320,464	Cfo	\$140,000	\$112,044	2025
Phxca Inc	AZ	\$319,672	President	\$105,913	\$96,904	2024
Madison Free Clinic Inc	VA	\$319,482	Executive Di	\$60,084	\$56,822	2023
Community Health Intervention And Education Found	IN	\$373,344	Executive Director	\$87,000	\$87,283	2024
Interfaith Coalition Of Whatcom County	WA	\$373,897	Former Executive Director	\$96,989	\$82,610	2024
Free Medical Clinic Of Aiken County Inc	SC	\$311,234	Executive Dir.	\$80,962	\$80,354	2024
Helpcare Clinic	NE	\$308,480	Executive Di	\$80,559	\$82,430	2024
Women And Children Health Care	LA	\$383,286	President	\$98,771	\$106,525	2023
Hands Of Hope Medical Clinic Inc	NC	\$307,418	Executive Director	\$95,134	\$93,516	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 **86** organizations. Compensation range \$181–\$427,747; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$345,379); for reference, expenses \$391,059 and assets \$229,561.

ROLE MATCH Kimberly Hart, reported title "*OFFICE ADMIN*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 12 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	40 th
Total compensation (D + F), as reported (no adjustments)	40 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	29 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 (Kimberly Hart) 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 86 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$54,563 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.