

The Addis Clinic Inc

Executive Director / CEO

EIN 273487948

TN · NTEE E60

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Meghan Moretti, Executive Director / CEO** (\$108,558) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

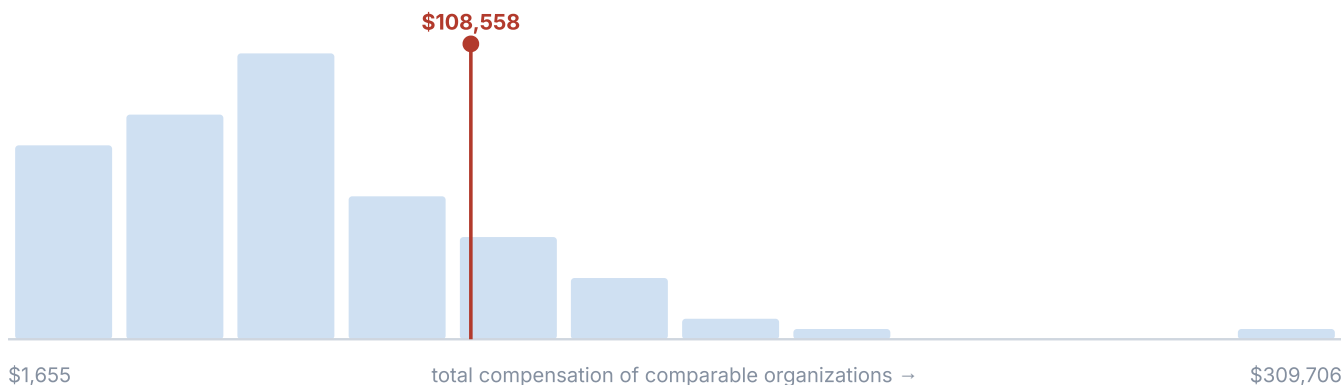
Benchmarked executive: Meghan Moretti — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$207,220 and \$463,926 — 0.67x to 1.50x the subject's \$309,284 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,211	\$40,108	\$60,289	\$95,596	\$125,040	\$108,558
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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
Covered Community	CA	\$304,128	Executive Director	\$60,000	\$49,290	2024
Transplant Foundation Inc	CO	\$315,437	Executive Director	\$132,730	\$124,656	2023
Promotoras Y Promotores Foundation	CA	\$302,446	Secretary	\$50,078	\$41,139	2024
The Fit And Food Connection	MO	\$316,300	Executive Di	\$43,000	\$44,608	2023
Sana Space Inc	FL	\$302,240	President	\$136,000	\$125,136	2023
National Coalition For Hospice	MN	\$302,046	Chief Executive Officer	\$146,747	\$137,948	2024
Sunrise Workshop Inc	IN	\$318,340	Administrator	\$33,629	\$33,738	2024
Stuck Community Acupuncture Inc	AZ	\$299,256	President	\$87,867	\$80,393	2024
Caldwell Council On Adolescent Health Inc	NC	\$298,868	Executive Director	\$59,603	\$58,590	2024
Coalition Of New York State Health	NY	\$319,872	Executive Director	\$183,946	\$158,132	2024
Rural Minds Inc	IL	\$296,906	Executive Director	\$118,011	\$110,374	2024
Maine Public Health Association	ME	\$322,863	Executive Di	\$108,836	\$106,743	2023
In Concert For Cancer	WA	\$294,599	Executive Director	\$41,580	\$35,416	2024
Cgs Inc	WI	\$294,116	Program Director	\$67,675	\$69,225	2023
Metrowest Medical Center Medical	MA	\$324,672	President	\$60,000	\$52,809	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lilly Kolisko Institute For Anthroposophic Medicine Inc	WI	\$325,292	President/director	\$88,000	\$87,433	2024
Homecare & Hospice Assoc Of Utah	UT	\$290,404	Hansen	\$308,950	\$309,706	2023
Southcentral Pa Area Health Education	PA	\$332,418	Executive Dir.	\$59,757	\$56,693	2024
Health Horizons International Foundation	CT	\$285,935	President	\$72,340	\$66,433	2023
The J Moss Foundation	CA	\$285,762	Ceo	\$58,333	\$47,920	2024
Team Hope In Motion Inc	IN	\$337,469	Director	\$30,000	\$30,098	2024
Community Partners-two Harbors Living At Home Block Nurse Program	MN	\$280,300	Executive Director	\$69,049	\$64,909	2024
Vitamin Bridge	TX	\$339,291	Coo	\$43,927	\$41,803	2024
Albany Area Ems Inc	WI	\$278,295	President	\$13,762	\$13,673	2024
Northstar Palliative Care Inc	MI	\$340,517	President & Chief Executive Officer	\$27,829	\$28,134	2023

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 **103** organizations. Compensation range \$1,655–\$309,706; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$309,284); for reference, expenses \$366,705 and assets \$73,441.
ROLE MATCH	Meghan Moretti, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	83 rd
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	74 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 (Meghan Moretti) 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 103 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$108,558 is reasonable (approximately the 83rd 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.