

Anderson Hospital Foundation

Executive Director / CEO

EIN 274548522

IL · NTEE E12

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Michael Marshall, Executive Director / CEO** (\$54,685) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

Benchmarked executive: Michael Marshall — reported title “DIRECTOR”, 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 (E12).

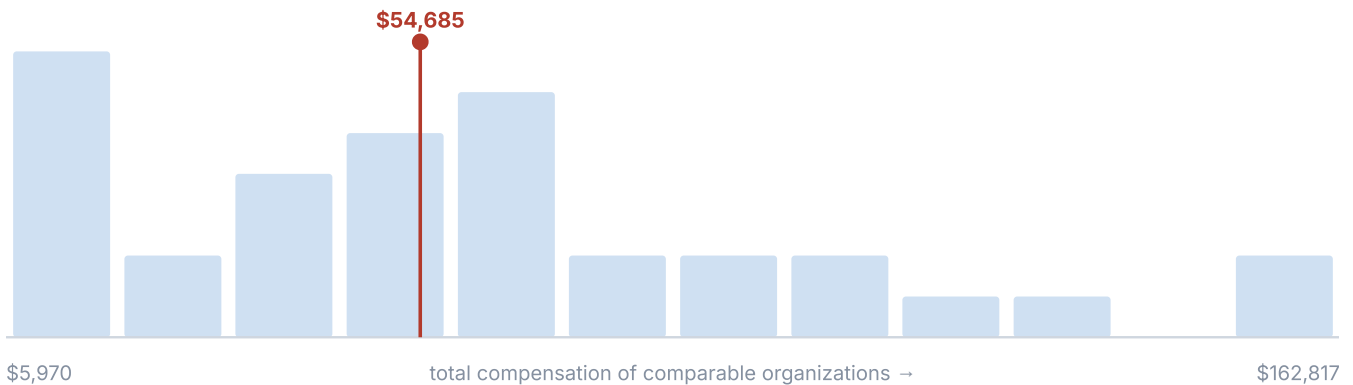
BUDGET Total revenue between \$203,442 and \$455,467 — 0.67x to 1.50x the subject's \$303,645 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography

→ **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,599	\$28,704	\$55,288	\$81,880	\$111,376	\$54,685
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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 IL 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
Center For Healthy Development	VA	\$298,921	Ceo/president/treasurer	\$92,232	\$90,583	2024
The Julie Fund Inc	MA	\$293,973	Executive Di	\$60,000	\$54,843	2024
Westfields Hospital Foundation Inc	MN	\$293,816	Director & President	\$64,799	\$67,052	2023
Giving Is A Family Tradition	MO	\$292,945	Executive Di	\$42,000	\$45,248	2024
Imperial Valley Wellness Foundation	CA	\$314,537	Executive Director	\$128,140	\$109,648	2025
Saint Alphonsus Medical Center-nampa	ID	\$317,603	Development Officer	\$15,885	\$17,696	2023
The Chandler Project Inc	AR	\$320,872	President	\$70,500	\$82,987	2023
Unspoken Treasure Society Inc	FL	\$285,484	President	\$82,214	\$78,560	2024
The Yaya Foundation For 4h Leukodystrophy	MN	\$284,117	Executive Director	\$150,000	\$150,762	2024
Beacon Hill Foundation	MI	\$330,185	President & Ceo & Trustee	\$24,270	\$25,481	2024
Wheel To Walk Foundation	OR	\$276,972	Vp	\$59,000	\$55,732	2024
Richmond Community Services	NY	\$276,866	President/ceo	\$63,618	\$58,474	2024
Margaux's Miracle Foundation Inc	FL	\$339,435	Executive Director	\$63,312	\$60,498	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chris Norton Foundation	IA	\$260,949	Executive Director	\$14,400	\$16,038	2024
Indian River County Medical Society	FL	\$259,400	Executive Di	\$64,958	\$62,071	2024
Erie Cancer And Wellness Foundation	PA	\$352,673	Executive Dir.	\$5,885	\$5,970	2024
Hillcrest Health Foundation	TX	\$250,580	Dir/interim Pres/ceo (Thru 1/5)	\$35,499	\$36,120	2024
The Transcend Foundation Inc	MI	\$361,083	Secretary	\$125,875	\$136,059	2023
Kansas Dental Charitable Foundation	KS	\$376,412	Executive Director	\$7,099	\$8,032	2023
Hospice Help Foundation	NH	\$230,554	Executive Di	\$63,748	\$59,873	2024
Augustana Care Foundation	MN	\$376,914	President/ceo	\$108,350	\$112,117	2023
Pink Warrior Advocates	TX	\$379,157	Director Of Programs	\$48,000	\$50,282	2023
Newberry County Hospital Foundation Inc	SC	\$224,812	Vice-chair	\$9,645	\$10,235	2024
Adams County Medical Foundation Inc	OH	\$222,998	Exec Director	\$79,558	\$85,711	2024
The Parachute Foundation	MN	\$216,984	President	\$26,366	\$27,283	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	34 organizations. Compensation range \$5,970–\$162,817; filing years 2020–2025.
SIZE BASIS	Matched on total revenue (\$303,645); for reference, expenses \$353,696 and assets \$9,322,022.
ROLE MATCH	Michael Marshall, reported title " <i>DIRECTOR</i> ", 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	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	44 th
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (Michael Marshall) 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 13, 2026, comparing compensation against 34 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$54,685 is reasonable (approximately the 44th 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 13, 2026.