

Hillcrest Health Foundation

Executive Director / CEO

EIN 311804708
 TX · NTEE E122
 FY ending 2024-08-31
 June 9, 2026

This analysis benchmarks the total compensation of **Brad Crye, Executive Director / CEO** (\$35,499) 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 **29th** percentile of comparable organizations within the typical range

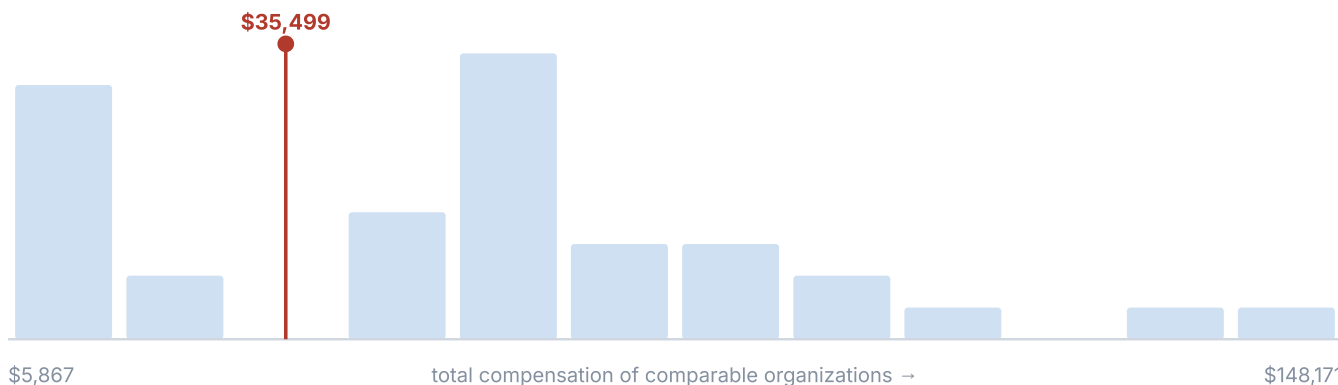
Benchmarked executive: Brad Crye — reported title “Dir/Interim Pres/CEO (Thru 1/5)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (E122).
- BUDGET** Total revenue between \$167,888 and \$375,870 — 0.67x to 1.50x the subject's \$250,580 (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



\$13,932	\$25,486	\$54,762	\$71,721	\$93,299	\$35,499
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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 TX 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
Indian River County Medical Society	FL	\$259,400	Executive Di	\$64,958	\$61,004	2024
Chris Norton Foundation	IA	\$260,949	Executive Director	\$14,400	\$15,762	2024
Hospice Help Foundation	NH	\$230,554	Executive Di	\$63,748	\$58,844	2024
Newberry County Hospital Foundation Inc	SC	\$224,812	Vice-chair	\$9,645	\$10,059	2024
Richmond Community Services	NY	\$276,866	President/ceo	\$63,618	\$57,469	2024
Wheel To Walk Foundation	OR	\$276,972	Vp	\$59,000	\$54,774	2024
Adams County Medical Foundation Inc	OH	\$222,998	Exec Director	\$79,558	\$84,238	2024
The Yaya Foundation For 4h Leukodystophy	MN	\$284,117	Executive Director	\$150,000	\$148,171	2024
The Parachute Foundation	MN	\$216,984	President	\$26,366	\$26,814	2023
Bridge To A Cure Foundation Inc	FL	\$216,743	Executive Director	\$14,000	\$13,148	2024
Stroke Awareness Oregon	OR	\$216,611	Executive Director	\$44,897	\$42,912	2023
Unspoken Treasure Society Inc	FL	\$285,484	President	\$82,214	\$77,210	2024
Giving Is A Family Tradition	MO	\$292,945	Executive Di	\$42,000	\$44,471	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Westfields Hospital Foundation Inc	MN	\$293,816	Director & President	\$64,799	\$65,899	2023
The Julie Fund Inc	MA	\$293,973	Executive Di	\$60,000	\$53,900	2024
Center For Healthy Development	VA	\$298,921	Ceo/president/treasurer	\$92,232	\$89,026	2024
Van Sciver Corporation	NJ	\$200,632	President & Ceo	\$59,580	\$54,750	2023
Anderson Hospital Foundation	IL	\$303,645	Director	\$54,685	\$53,745	2024
District 7 Hospital Emergency Planning	IN	\$197,219	Non-voting Treasurer/fisca	\$54,158	\$57,095	2024
Lawndale Christian Supporting	IL	\$194,660	President	\$17,947	\$17,639	2024
Imperial Valley Wellness Foundation	CA	\$314,537	Executive Director	\$128,140	\$107,763	2025
Tsf Incorporated	DE	\$183,778	President	\$44,200	\$44,544	2023
Saint Alphonus Medical Center-nampa	ID	\$317,603	Development Officer	\$15,885	\$17,392	2023
Creel Family Philanthropies	TX	\$181,568	Executive Di	\$8,496	\$8,496	2024
Kansas Children's Foundation	KS	\$181,090	Executive Director	\$88,083	\$95,130	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 \$5,867–\$148,171; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$250,580); for reference, expenses \$427 and assets \$6,105,232. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Brad Crye, reported title " <i>Dir/Interim Pres/CEO (Thru 1/5)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	29 th
Total compensation (D + F), as reported (no adjustments)	29 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	85 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 (Brad Crye) 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 34 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$35,499 is reasonable (approximately the 29th 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.