

Butler County Medical Society

Executive Director / CEO

EIN 316044983

OH · NTEE S41

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jill Hostetler, Executive Director / CEO** (\$15,000) against **every comparable organization** that fit the selection criteria — **345** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

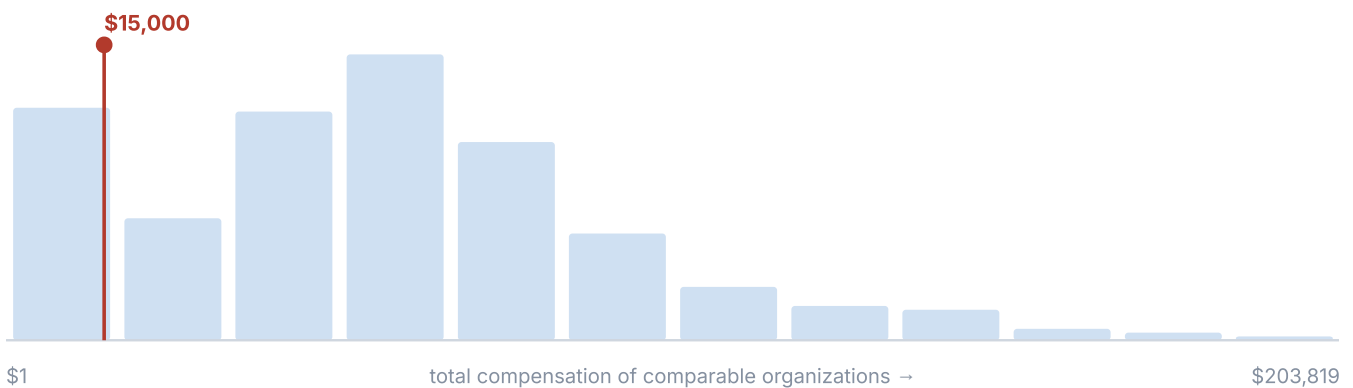
Benchmarked executive: Jill Hostetler — reported title “EXEC ASSISTANT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

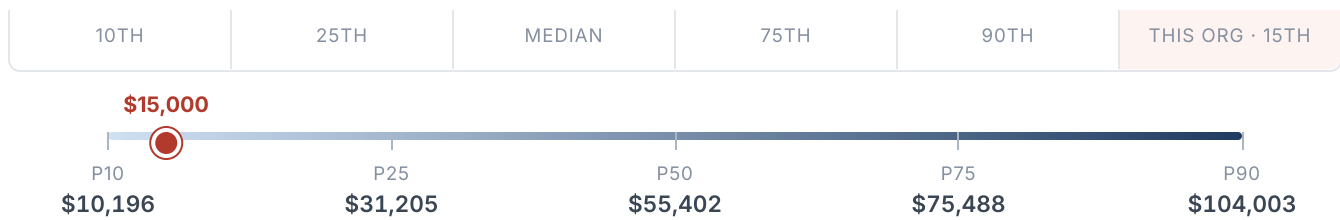
SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$123,047 and \$275,479 — 0.67x to 1.50x the subject's \$183,653 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

345 organizations qualified on sector, size, and geography → **345** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,196	\$31,205	\$55,402	\$75,488	\$104,003	\$15,000
----------	----------	----------	----------	-----------	----------



■ 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 OH 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
Home Builders Association Of Hickory-catawba Valley Inc	NC	\$183,432	Executive Officer	\$56,782	\$57,030	2023
Acec-ri American Council Of	RI	\$183,283	Executive Di	\$75,000	\$69,905	2023
Adult Day Health Care Council Inc	NY	\$183,162	Executive Director	\$7,024	\$5,993	2024
The Hundred Year Association Of Ny Inc	CT	\$182,749	President	\$35,250	\$31,205	2024
Texas Business Roundtable	TX	\$182,354	Exec Director	\$66,000	\$64,174	2023
Mountain Laurel Chamber Of Commerce	PA	\$182,329	Executive Director	\$34,798	\$32,764	2024
Medical Toxicology Foundation	AZ	\$185,030	Executive Director/board M	\$39,714	\$36,061	2024
Colorado Civil Justice League	CO	\$185,106	Executive Director	\$77,000	\$71,769	2023
Midlands Business Leadership Group	SC	\$185,522	Executive Di	\$95,677	\$94,240	2024
St Bernard Chamber Of Commerce	LA	\$181,286	Ceo	\$60,833	\$63,244	2024
Forward Cody Wyoming Inc	WY	\$186,866	Ceo	\$146,875	\$148,493	2024
North Carolina Association Of Workforce	NC	\$186,968	Executive Director	\$67,733	\$64,374	2025
Twin-training To Work An Industry Niche	NC	\$187,199	President & Executive Director	\$60,550	\$60,814	2023
Greene County Economic Development Corp	IN	\$179,871	Executive Director	\$71,087	\$70,779	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Camara De Comercio Hispana	TX	\$187,890	Executive Di	\$24,122	\$22,782	2024
Consortium For Universal Healthcare	DE	\$188,050	Executive Director	\$102,000	\$94,296	2024
Utah Petroleum Marketers	UT	\$178,928	State Execut	\$69,000	\$66,676	2024
National Black Professional Lobbyist Association	AL	\$178,875	Executive Director	\$32,500	\$34,129	2023
Vienna Business Association	VA	\$189,060	Executive Di	\$80,222	\$71,247	2025
Anderson Area Chamber Of Commerce	OH	\$189,133	Executive Di	\$90,024	\$92,683	2023
Bell Buckle Chamber Of Commerce	TN	\$178,004	President	\$6,000	\$5,801	2025
Georgia Craft Brewers Guild Inc	GA	\$177,836	Executive Di	\$78,600	\$74,617	2024
Wine Artisans Of Santa Lucia Highlands	CA	\$189,600	Executive Dir.	\$101,750	\$82,954	2024
International Federation Of Dental Hygienists	MD	\$177,618	President	\$13,900	\$12,632	2023
Window Coverings Association Of Ame	NC	\$177,588	Ed	\$86,120	\$86,497	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **345** organizations. Compensation range \$1–\$203,819; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$183,653); for reference, expenses \$26,072 and assets \$1,459,994. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Jill Hostetler, reported title "EXEC ASSISTANT", 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	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	15 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	14 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 (Jill Hostetler) 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 345 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$15,000 is reasonable (approximately the 15th 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.