

Oral Cancer Foundation Hill

Executive Director / CEO

EIN 330969026

NM · NTEE G30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Hill, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **55th** percentile of comparable organizations within the typical range

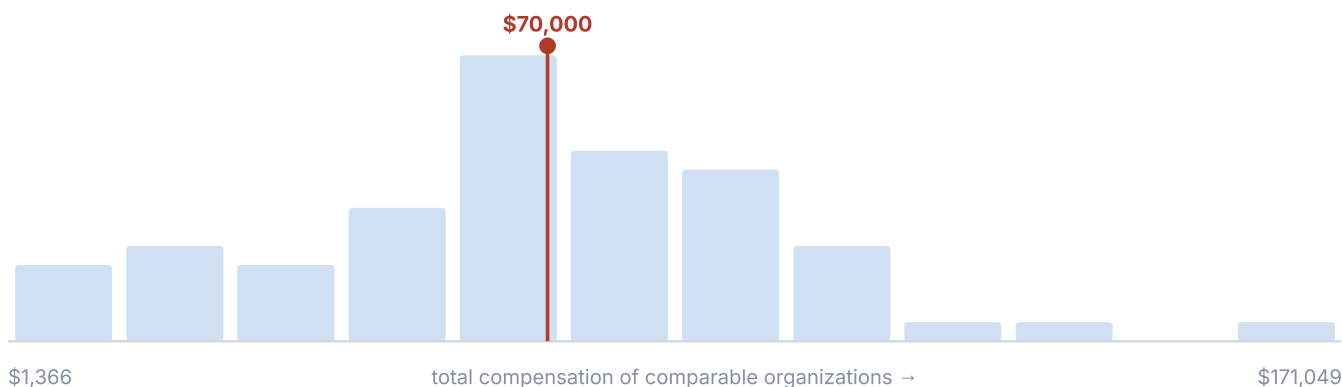
Benchmarked executive: Brian Hill — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

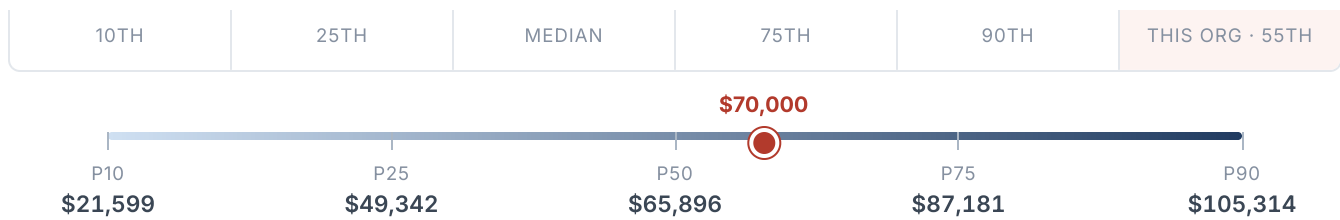
SECTOR	Organizations sharing the subject's NTEE classification (G30).
BUDGET	Total revenue between \$232,690 and \$520,948 — 0.67x to 1.50x the subject's \$347,299 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G30), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,599	\$49,342	\$65,896	\$87,181	\$105,314	\$70,000
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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 NM 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
Michigan Institute Of Urology Men's	MI	\$347,122	Executive Director	\$75,000	\$74,100	2023
The National Witness Project Inc	NY	\$352,895	Executive Director	\$70,000	\$60,548	2023
Legacy Of Hope	PA	\$340,430	President	\$62,500	\$62,106	2022
Cancer Patient Support Program	VT	\$338,908	Exec Director	\$75,098	\$70,278	2024
The Ferrari Kid	TX	\$364,235	Ceo/executive Director	\$74,800	\$69,567	2024
Columbia Basin Cancer Foundation	WA	\$364,731	Executive Director	\$72,000	\$61,704	2023
Cancer Association Of Mercer County	OH	\$366,243	Director	\$36,073	\$36,572	2023
Testicular Cancer Awareness	CO	\$370,173	Founder & Ce	\$71,288	\$63,555	2024
Vessel Of Honour Ministries Inc	TN	\$323,115	Executive Director	\$50,802	\$49,649	2024
The Breast Cancer Survivors Network	GA	\$371,865	President & Ceo	\$1,500	\$1,366	2025
Starlite Shores Family Camp	MI	\$373,764	Executive Di	\$23,808	\$22,848	2024
Children's Neuroblastoma Cancer	IL	\$375,569	President/treasurer	\$70,000	\$63,984	2024
Tracys Kids Inc	MD	\$315,682	President, Board Member	\$60,000	\$53,694	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jessica June Children's Cancer	FL	\$379,688	President/ce	\$93,467	\$81,637	2024
American Lung Cancer Screening	NC	\$381,744	President	\$8,000	\$7,685	2024
Kids & Art Foundation	CA	\$385,033	Ceo	\$119,529	\$95,963	2024
Thriving Pink Inc	CA	\$385,329	Executive Director	\$59,949	\$48,130	2024
Aurora Integrated Oncology Foundation	TN	\$385,373	Chief Executive Officer	\$170,001	\$171,049	2023
Cancer Resource Center Of The Desert	CA	\$308,548	Chief Executive Director	\$77,258	\$63,858	2023
Wisconsin Ovarian Cancer Alliance Inc	WI	\$387,377	Executive Dir.	\$98,620	\$95,760	2024
National Alliance Of State Prostate	CA	\$397,462	President	\$134,588	\$108,053	2024
Cancer Resources For Elkhart County	IN	\$402,012	Executive Di	\$99,287	\$97,349	2024
Neuroendocrine Cancer Awareness Network	NY	\$405,089	Exec Director	\$127,650	\$107,245	2024
Beth C Wright Cancer Resource	ME	\$289,375	Executive Di	\$66,000	\$61,446	2024
Breast Friends	OR	\$406,185	Executive Director	\$45,927	\$39,654	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM 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 NM 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	62 organizations. Compensation range \$1,366–\$171,049; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$347,299); for reference, expenses \$294,210 and assets \$307,282.
ROLE MATCH	Brian Hill, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	55 th
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	52 nd

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 (Brian Hill) 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 62 similarly situated organizations (Same NTEE sector (G30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 55th 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.