

Illinois Rural Health Association

Executive Director / CEO

EIN 371385037

IL · NTEE E70

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Margaret Vaughn, Executive Director / CEO** (\$63,350) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

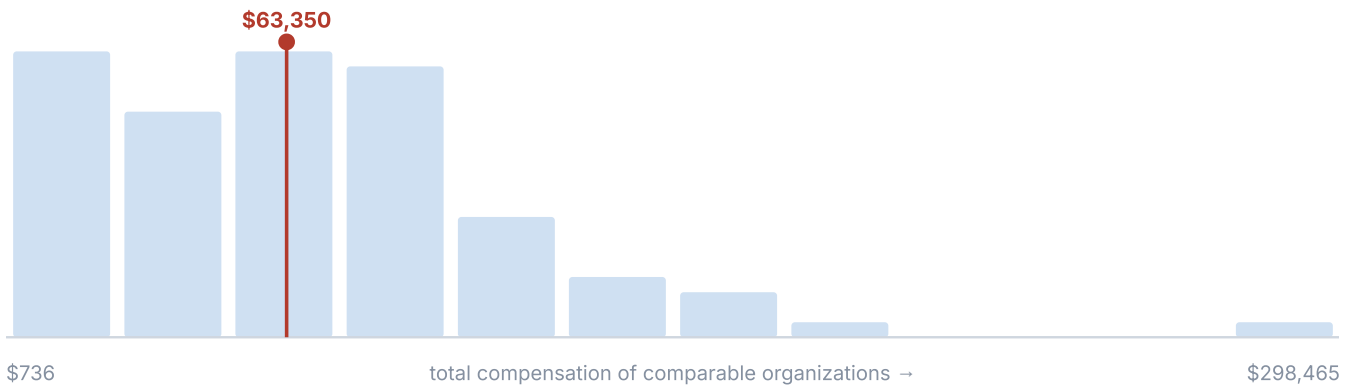
Benchmarked executive: Margaret Vaughn — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between \$134,155 and \$300,348 — 0.67x to 1.50x the subject's \$200,232 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

88 organizations qualified on sector, size, and geography → **88** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,556	\$29,264	\$63,432	\$94,794	\$123,114	\$63,350
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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
Asian Resource Center	OH	\$201,990	Executive Di	\$38,346	\$42,405	2024
Lopa Foundation	LA	\$203,618	Ceo	\$11,147	\$12,816	2024
The Committee To Reduce Infection	CT	\$196,577	Chairman	\$118,800	\$116,299	2024
Nashville General Hospital Foundation	TN	\$206,437	Executive Director	\$68,613	\$75,301	2024
Earthwide Surgical Foundation	MO	\$193,913	President	\$80,000	\$91,081	2023
Betty A Dodson Foundation Inc	NJ	\$208,091	President	\$71,938	\$67,060	2024
Strategy Media Inc	CA	\$209,571	President	\$119,754	\$107,966	2024
Carmella Rose Health Foundation	OH	\$210,164	Executive Di	\$42,539	\$48,431	2023
Salud Mas Bienstar Inc	KS	\$210,275	Co-exec Dire	\$43,898	\$49,515	2024
Environment And Human Health Inc	CT	\$211,641	Director, President	\$121,127	\$118,577	2024
Zing Life Services Inc	NC	\$212,560	Executive Director	\$38,948	\$40,935	2025
Gogebic Range Health Foundation	MI	\$214,383	Executive Di	\$8,245	\$8,885	2024
The Connecticut Association Of School	CT	\$215,330	Executive Director	\$95,000	\$93,000	2024
Acupuncture Healing Arts Inc	PA	\$215,607	Founder/director	\$63,200	\$67,747	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project Brotherhood A Black Mens Mens Clinic	IL	\$215,700	Executive Director	\$94,250	\$96,744	2024
Association For Size Diversity & Health	AZ	\$215,746	Vision & Strategy Leader	\$45,159	\$46,685	2023
Learn To Live	LA	\$215,809	Executive Director	\$34,750	\$39,951	2024
Project Life	NC	\$216,392	Executive Dir.	\$86,544	\$96,123	2023
Mi Promotor De Salud Inc	TX	\$216,723	Secretary To 11/12/24	\$52,300	\$54,623	2024
Cumberland Valley Breast Care	PA	\$183,666	President, Ceo	\$55,284	\$57,562	2024
Costs Of Care Inc	MA	\$183,476	Executive Director	\$15,250	\$14,731	2023
Death With Dignity Political Fund	OR	\$218,061	Managing Director	\$17,338	\$16,811	2024
Marketing Research Association Institute Inc	VT	\$218,193	Executie Director	\$100,000	\$105,090	2024
Florida Coalition On Donation Inc	FL	\$180,569	Executive Di	\$60,000	\$57,333	2025
Abortion Care For Tennessee	TN	\$179,958	Executive Director-left During Year	\$2,525	\$2,771	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL cost of living and 2025 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 **88** organizations. Compensation range \$736–\$298,465; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$200,232); for reference, expenses \$229,544 and assets \$355,094.
ROLE MATCH	Margaret Vaughn, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	50 th
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	40 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 (Margaret Vaughn) 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 88 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,350 is reasonable (approximately the 50th 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.