

Scheurer Healthcare Network

Executive Director / CEO

EIN 382768090

MI · NTEE E31Z

FY ending 2025-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Ross Ramsey, Executive Director / CEO** (\$19,625) against **every comparable organization** that fit the selection criteria — **1297** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Ross Ramsey — reported title “MD/CEO SH”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E31Z).
BUDGET	Total revenue between \$321,394 and \$719,541 — 0.67x to 1.50x the subject's \$479,694 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,297 organizations qualified on sector, size, and geography → **1,297** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,462	\$37,283	\$63,595	\$91,239	\$134,823	\$19,625
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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 MI 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
New Horizons Caregivers Group	CA	\$479,511	Executive Dir.	\$23,423	\$20,114	2024
Benedictine Health Foundation Inc	NY	\$479,258	Executive Director	\$40,028	\$35,970	2024
Council On Aging Of Florida Inc	FL	\$480,135	Executive Director	\$293,577	\$274,268	2024
Drive A Senior Central Texas	TX	\$479,238	Executive Dir.	\$62,768	\$62,440	2024
Utah Pacific Islander Health Coalition	UT	\$479,235	Executive Dir.	\$19,348	\$20,275	2023
Hope Resource Center Inc	IN	\$479,153	Director	\$67,200	\$72,555	2023
Cabot Crisis Pregnancy Center	AR	\$478,996	Executive Dir.	\$44,356	\$51,047	2023
Washington School-based Health Alliance	WA	\$480,407	Executive Director From April 2024	\$87,578	\$77,975	2024
Glover Ambulance Squad Inc	VT	\$480,537	President	\$68,450	\$68,515	2024
Power For Parkinsons	TX	\$480,850	Executive Director/ex-officio Board Chair	\$85,000	\$87,054	2023
Gynuity Health Projects Inc	NY	\$480,993	President	\$204,898	\$189,566	2023
Pronto International	WA	\$481,162	Executive Director	\$137,221	\$122,175	2024
Verdugo Hills Hospital Medical Staff	CA	\$481,222	Chief Of Staff	\$72,000	\$61,828	2024
Alternative Healing Network	CA	\$478,152	President & Ceo	\$13,865	\$11,906	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community Memorial Hospital Foundation	VA	\$481,552	President (July-dec)	\$43,108	\$42,615	2023
Ayden Rescue & Ems	NC	\$477,829	Chief	\$14,629	\$15,032	2024
Augusta Care Pregnancy Center	GA	\$477,640	Executive Di	\$29,610	\$29,607	2024
The Sparrow Fund	PA	\$481,942	Secretary	\$80,297	\$81,984	2023
Iron County Home Health Agency	UT	\$482,067	Managing Employee	\$73,174	\$76,678	2023
Hollywood Sunset Free Clinic	CA	\$477,033	Executive Director	\$66,477	\$58,771	2023
Lander Hope Clinic	PA	\$476,936	President	\$186	\$190	2023
Labette Health Endowment Association	KS	\$482,609	Director	\$81,488	\$87,547	2024
Helping Hands Health And Wellness	OH	\$476,674	Executive Di	\$50,736	\$53,440	2024
Utopia Volunteer Emergency Medical Services Inc	TX	\$476,659	Executive Director	\$37,299	\$37,104	2024
Care Fund	AZ	\$483,071	Executive Di	\$114,045	\$109,073	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 **1297** organizations. Compensation range \$19–\$3,255,724; filing years 2020–2025.

SIZE BASIS	Matched on total revenue (\$479,694); for reference, expenses \$410,797 and assets \$2,968,654.
ROLE MATCH	Ross Ramsey, reported title "MD/CEO SH", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	308 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	68 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	13 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	92 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 (Ross Ramsey) 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 1297 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$19,625 is reasonable (approximately the 13th 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.