

Community Supported Anthroposophic

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Quentin McMullen, Executive Director / CEO** (\$123,116) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92nd** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Quentin McMullen — 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 (E32).

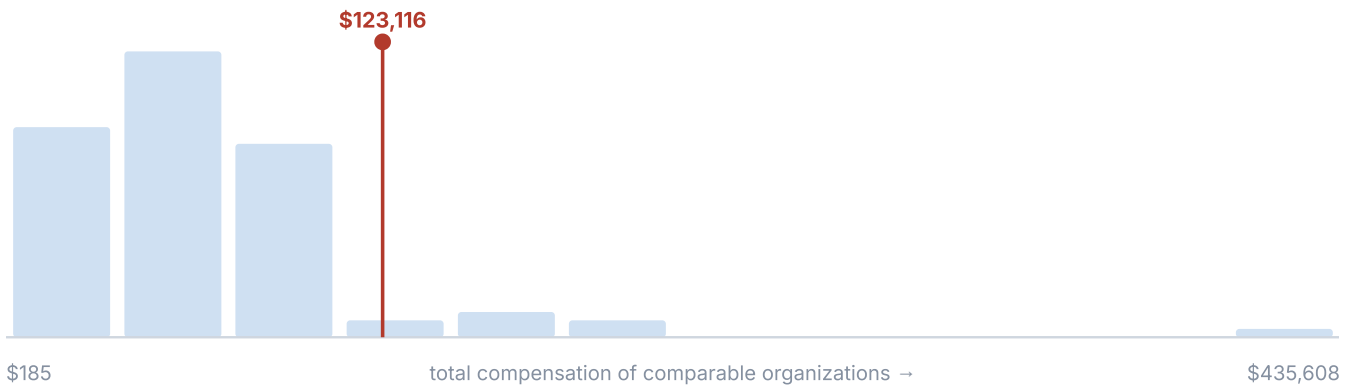
BUDGET Total revenue between \$330,348 and \$739,587 — 0.67x to 1.50x the subject's \$493,058 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

90 organizations qualified on sector, size, and geography

→ **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,673	\$34,503	\$60,317	\$82,997	\$106,158	\$123,116
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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
Hope Medical Clinic Inc	FL	\$496,443	Secretary	\$66,000	\$60,070	2024
Culture Of Life Ministries	TX	\$487,674	Executive Dir.	\$10,000	\$9,691	2024
Lander Hope Clinic	PA	\$476,936	President	\$186	\$185	2023
Access Now Inc	VA	\$509,264	Ex. Dir. - A	\$26,546	\$24,833	2024
Ksu Foot & Ankle Clinic	OH	\$510,172	Dean Ksucpm	\$26,320	\$27,805	2023
Embracing Futures Inc	OH	\$510,490	Executive Di	\$78,261	\$80,307	2024
New Mexico Foundation For Dental	NM	\$472,741	Executive Di	\$47,237	\$49,223	2024
Noalab Clinic Inc	CA	\$469,731	Founder	\$12,518	\$10,782	2023
Dames And Knights Of The Order Of Malta Medical And Dental Clinic Of	MI	\$467,634	Director	\$70,000	\$72,068	2023
Estella Byrd Whitman Wellness And Community Resource Center Inc	FL	\$518,746	Ceo	\$107,902	\$98,206	2024
Cato Ira Meridian Victory Ambulance	NY	\$462,768	President	\$6,132	\$5,368	2024
Informed Choice Of Iowa Corporation	IA	\$453,898	Executive Director (Partial Year)	\$32,292	\$35,268	2023
Care Harbor	CA	\$449,565	President	\$41,607	\$35,836	2023
Mobile Healthcare Providers Northwest	WA	\$443,152	President & Ceo	\$65,240	\$58,261	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dedicated To Aurora's Wellness And Needs	CO	\$440,203	Executive Director	\$99,300	\$89,871	2025
Ithaca Health Alliance Inc	NY	\$439,023	Executive Director	\$64,352	\$56,338	2024
Intermountain Lipid Center	UT	\$547,610	President & Chairman Of Th	\$30,000	\$29,747	2024
Healthy Living Community	OR	\$437,308	President (1/1/23 - 6/23/23)	\$56,493	\$52,329	2023
Miriam Medical Clinics	PA	\$554,471	Nursing Coordinator	\$77,646	\$77,233	2023
Cottonwood Medical Clinic Inc	UT	\$556,286	President	\$7,200	\$7,351	2023
Heart And Soul Clinic Inc	IN	\$424,897	Executive Di	\$60,000	\$61,302	2024
Volunteers In Medicine Chattanooga Inc	TN	\$562,056	Executive Director	\$93,018	\$97,525	2023
Thresholds Health Nfp	IL	\$564,802	Ceo	\$56,154	\$55,066	2023
Bella Health And Wellness Inc	CA	\$420,953	Executive Director	\$37,100	\$31,037	2024
C-assist	MI	\$568,653	Director	\$40,800	\$40,800	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 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 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 **90** organizations. Compensation range \$185–\$435,608; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$493,058); for reference, expenses \$649,337 and assets \$2,546,579.
ROLE MATCH	Quentin McMullen, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	92 nd
Total compensation (D + F), as reported (no adjustments)	92 nd
Reportable pay only (column D), adjusted	92 nd
All sources (D + E + F), adjusted	81 st

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 (Quentin McMullen) 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 90 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$123,116 is reasonable (approximately the 92nd 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.