

Yankton Rural Area Health Education

Executive Director / CEO

EIN 460354137
SD · NTEE E70Z
FY ending 2024-08-31
June 10, 2026

This analysis benchmarks the total compensation of **Hanna Siems, Executive Director / CEO** (\$28,370) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

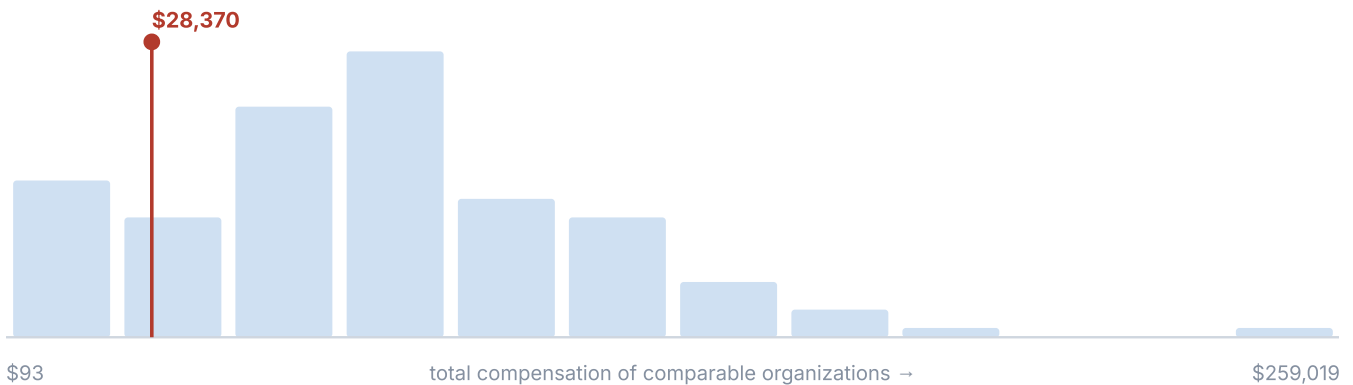
Benchmarked executive: Hanna Siems — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70Z).
BUDGET	Total revenue between \$246,059 and \$550,879 — 0.67x to 1.50x the subject's \$367,253 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,248	\$45,351	\$70,704	\$92,481	\$123,922	\$28,370
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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 SD 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
Montanas Peer Network	MT	\$365,967	Executive Dir.	\$83,269	\$81,330	2024
Kentucky Health Departments Assn	KY	\$363,838	Executive Director	\$82,308	\$82,492	2023
Options For Women East	MN	\$363,109	Executive Director	\$76,498	\$70,514	2023
Confluence Public Health Alliance	MT	\$362,814	Executive Director	\$93,960	\$91,772	2024
Conectinc	NY	\$371,731	Exec Director	\$75,000	\$61,408	2024
Mile In My Shoes	MN	\$371,876	Executive Director (Through August 2024)	\$66,166	\$59,240	2024
Scch Fitness Center Inc	IN	\$361,128	Director	\$51,750	\$50,910	2023
Healthy Community Coalition	ME	\$359,679	Former President	\$50,167	\$45,517	2024
Carefirst Carolina Foundation	SC	\$359,527	Foundation D	\$10,500	\$10,218	2023
Fountain Project Foundation Inc	CA	\$376,944	Manager	\$40,200	\$31,453	2024
National Interprofessional Initiative On	CO	\$377,253	Top Mgmt Official-ind Cont	\$129,875	\$116,173	2023
Smiles Of Faith Inc	OK	\$377,545	Executive Di	\$50,000	\$49,887	2024
National Nurse Practitioner Residency	CT	\$356,680	Executive Director	\$188,381	\$164,769	2023
Hill Country Mission For Health	TX	\$378,290	Executive Director	\$98,010	\$91,458	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pender Alliance For Total Health	NC	\$378,664	Executive Director	\$80,000	\$77,111	2023
River Street Education Inc	VA	\$379,457	Director	\$6,644	\$5,984	2023
The Annie Appleseed Project	FL	\$354,438	President	\$53,000	\$43,951	2025
Lamalama Ka Ulu Inc	HI	\$380,831	President	\$4,000	\$3,341	2023
People Advocating Recovery Inc	KY	\$353,644	President	\$95,000	\$92,481	2024
New Mexico Chronic Disease	NM	\$384,591	Executive Di	\$95,314	\$95,632	2023
Seven Star Academy Inc	LA	\$348,540	Executive Director & Founder	\$85,227	\$87,545	2023
The Patient Revolution Inc	MN	\$348,045	Executive Director	\$141,440	\$126,635	2024
Healthy Alliances Matter For All	MN	\$346,830	Executive Director	\$66,160	\$60,984	2023
Formed Families Forward	VA	\$346,633	Executive Di	\$85,238	\$74,573	2024
Athens Area Diaper Bank Inc	GA	\$388,623	Executive Dir.	\$26,564	\$24,202	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SD 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 SD 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 125 organizations. Compensation range \$93–\$259,019; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$367,253); for reference, expenses \$349,583 and assets \$208,110.
ROLE MATCH	Hanna Siems, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	18 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	21 st
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 (Hanna Siems) 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 10, 2026, comparing compensation against 125 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,370 is reasonable (approximately the 18th 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 10, 2026.