

Montana Medical Association Foundation

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Jean Branscum, Executive Director / CEO** (\$23,381) against **every comparable organization** that fit the selection criteria — **156** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Jean Branscum — reported title “CAO”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E12).

BUDGET Total revenue between \$42,281 and \$94,659 — 0.67x to 1.50x the subject's \$63,106 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

156 organizations qualified on sector, size, and geography → **156** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,261	\$14,985	\$31,078	\$51,226	\$110,698	\$23,381
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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 MT 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
Ahfhome Office Inc	OH	\$63,104	President-mg	\$35,997	\$36,414	2023
Hawaii Mother's Milk Inc	HI	\$63,638	Executive Director	\$48,425	\$40,220	2024
Rowan Regional Medical Center Auxiliary	NC	\$62,365	Cfo (Fr 9/6/23)	\$128,749	\$127,058	2023
The Cardiac Institute	MI	\$63,887	Chairman & President/ceo - Part Year	\$33,953	\$32,511	2024
Via Foundation Inc	PA	\$61,743	President And Ceo	\$90	\$86	2023
Visions Counseling Inc	WI	\$64,516	Counselor	\$21,740	\$21,063	2024
Sugarcreek Township Ambulance Service Inc	PA	\$61,643	Director	\$14,628	\$13,533	2024
Out Came The Sun Foundation Inc	MD	\$64,602	Director	\$25,972	\$22,526	2024
Millcreek Health System	PA	\$61,504	President/ceo	\$30,818	\$29,352	2023
Hackensack Meridian Medical Group - One Medical Pc (Fka Meridian Medical Gr	NJ	\$60,918	Chief Physician Executive	\$291,140	\$241,146	2024
Premierlife Real Estate Holdings	MO	\$60,888	President & Ceo	\$39,832	\$39,138	2024
Methodist Community Collaborative	TX	\$65,360	President	\$77,284	\$71,718	2024
Adult Day Health Activity Center Inc	NC	\$65,511	Cook Culinary	\$28,849	\$27,653	2024
Young And Brave Inc	CA	\$60,195	Executive Director	\$7,395	\$5,924	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Health	SD	\$60,161	Director	\$38,217	\$39,128	2024
Shadyside Hospital Supporting Foundation	PA	\$66,261	Senior Advisor (Until 06/24)	\$13,186	\$11,884	2025
Carolinasgeorgia Florida Chapter American Society	SC	\$59,812	Coo And Ed Director	\$31,000	\$30,889	2023
Spiral Collective	MN	\$59,711	President	\$18,000	\$16,500	2024
Mountain Health Gives	MT	\$59,665	Director	\$1,200	\$1,200	2024
The Lily Project Inc	IL	\$66,600	Vice Preside	\$7,800	\$7,114	2024
Dallas County Indigent Care	TX	\$59,611	Chair/president	\$131,276	\$125,421	2023
Hancock County Health System Foundation	IA	\$59,425	Foundation Director	\$4,615	\$4,688	2024
The Fox Foundation Inc	FL	\$59,376	Chairman/exe	\$125,000	\$108,937	2024
Bon Secours Community Hospital Foundation	NY	\$59,079	Ceo - Bschs	\$85,192	\$71,416	2024
Autoimmune Registry Inc	CT	\$58,563	Director Of Research	\$38,000	\$33,053	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 156 organizations. Compensation range \$86–\$1,557,051; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$63,106); for reference, expenses \$140,748 and assets \$72,513. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Jean Branscum, reported title "CAO", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	91 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	41 st
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	56 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 (Jean Branscum) 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 156 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,381 is reasonable (approximately the 41st 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.