

Cheyenne County Hospital & Health Center

Executive Director / CEO

EIN 470686476
 NE · NTEE E20J
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Dr James Popovich, Executive Director / CEO** (\$50,829) against **every comparable organization** that fit the selection criteria — **174** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **77th** percentile of comparable organizations within the typical range

Benchmarked executive: Dr James Popovich — reported title “MEMBER”, 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 (E20J).
BUDGET	Total revenue between \$47,284 and \$105,861 — 0.67x to 1.50x the subject's \$70,574 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

174 organizations qualified on sector, size, and geography → **174** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,892	\$13,833	\$29,835	\$48,156	\$89,128	\$50,829
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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 NE 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
Whittier Street Health Center Realty	MA	\$70,720	President/ceo	\$40,157	\$33,551	2023
Save The Cord Foundation	AZ	\$71,005	Director/co-president	\$6,000	\$5,211	2024
Lapaau Community Acupuncture	HI	\$69,928	President, Clinic Director	\$20,963	\$19,620	2021
Foundation For Design & Analysis Of	NY	\$69,783	Exec Director (Current)	\$4,850	\$3,958	2024
Roosevelt Memorial Healthcare	MT	\$71,784	Ceo	\$8,230	\$8,012	2024
The Medical Foundation Of Wake Forest	NC	\$71,862	Trustee & Treasurer	\$1,577,771	\$1,515,733	2023
North Miami Beach Medical Center In	FL	\$71,916	Ceo	\$34,615	\$30,234	2023
Nevada Donor Network Foundation	NV	\$69,156	President/ceo, Nevada Dono	\$40,295	\$36,476	2024
Life Choices Maternity	IN	\$68,970	Executive Di	\$100,942	\$98,971	2023
Morgan Medical Center Foundation	GA	\$72,687	Member/hospi	\$64,464	\$58,536	2024
Topsfield-boxford Community Club	MA	\$72,838	Shop Co-manager	\$8,566	\$6,772	2025
Stillwater Medical Group	MN	\$68,305	President	\$144,394	\$128,848	2024
Abiding Hearts Home Care Inc	AL	\$68,303	Executive Director	\$32,200	\$31,415	2024
Good Samaritan Nursing Center Inc	MD	\$73,000	President/director	\$57,000	\$49,546	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pierce County Dental Foundation	WA	\$68,118	Executive Director	\$4,246	\$3,433	2024
Gordon Tubbs Residential Facility Inc	AR	\$73,087	Executive Director	\$21,642	\$22,618	2023
Hospital Central Services Inc	PA	\$73,282	President	\$42,813	\$38,557	2024
Cottage Grove Community Hospital	OR	\$67,782	Director	\$50,134	\$43,287	2023
Multicultural Health Foundation	CA	\$73,550	Executive Director	\$108,278	\$84,436	2024
The Journey Collective Incorporated	NC	\$74,099	President	\$8,200	\$7,652	2024
Global Midwife Education Foundation	MT	\$74,467	Executive Di	\$10,000	\$10,022	2023
The Lily Project Inc	IL	\$66,600	Vice Preside	\$7,800	\$6,925	2024
Shadyside Hospital Supporting Foundation	PA	\$66,261	Senior Advisor (Until 06/24)	\$13,186	\$11,569	2025
Jessie Trice Collaborative Inc	FL	\$75,000	President & Ceo	\$10,812	\$8,936	2025
Wholistic Midwifery School Of So Ca	CA	\$75,369	President	\$17,825	\$13,900	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE cost of living and 2023 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 NE 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	174 organizations. Compensation range \$83–\$1,515,733; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$70,574); for reference, expenses \$76,644 and assets \$1,815,696.
ROLE MATCH	Dr James Popovich, reported title "MEMBER", 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	98 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	77 th
Total compensation (D + F), as reported (no adjustments)	72 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	82 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 (Dr James Popovich) 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 174 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,829 is reasonable (approximately the 77th 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.