

Hhc Devon Real Estate Nfp

Executive Director / CEO

EIN 471393283

IL · NTEE E11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nicole Willis, Executive Director / CEO** (\$56,198) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

Benchmarked executive: Nicole Willis — reported title “Chief Executive Officer”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E11).
BUDGET	Total revenue between \$0 and \$0 — 0.00x to 0.00x the subject's \$0 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,227	\$26,212	\$50,249	\$85,953	\$192,172	\$56,198
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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 IL 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
Hamilton Health Center Community	PA	\$0	Chief Executive Officer	\$8,753	\$8,624	2024
Douglas Gardens Senior Housing Inc	FL	\$0	President	\$14,478	\$13,438	2024
Um Health	MI	\$0	President	\$55,501	\$56,599	2024
Conway Parent Inc	SC	\$0	President	\$48,752	\$50,249	2024
Conway Hospital Anesthesia Professional	SC	\$0	President	\$48,752	\$50,249	2024
Samuel U Rodgers Health Center Qalicb Inc	MO	\$0	President	\$23,751	\$24,854	2024
Sharing Network Management Co Inc	NJ	\$0	President & Ceo	\$96,278	\$84,929	2024
Alliance For A Bright Future Inc	OH	\$0	Chief Executive Officer	\$26,347	\$27,570	2024
Health First Inc	FL	\$0	President/ceo Beg 8/2024	\$7,976	\$7,403	2024
Union Health System	IN	\$0	President & Ceo	\$43,235	\$45,047	2024
Henry Ford Health Parent	MI	\$0	Director/ President/ceo	\$61,705	\$62,925	2024
St Luke's-roosevelt Hospital Center Foundation Inc	NY	\$0	Trustee/treasurer	\$88,291	\$78,824	2024
Southeast Kansas Regional Health Inc	KS	\$0	Director	\$81,488	\$86,977	2024
Salem Physician Practices Pc	NJ	\$0	President - Trustee	\$113,317	\$99,959	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cfhc Support Organization Inc	FL	\$0	Chief Executive Officer	\$37,621	\$34,018	2025
Gbmcc Foundation Inc	MD	\$0	Director/ceo Gbmcc Healthcare	\$47,923	\$45,573	2023
Cornell Scott Rwc Qalicc Inc	CT	\$0	Director & Chief Executive	\$22,519	\$21,477	2023
Chester County Hospital & Health System	PA	\$0	Uphs Ceo Designee	\$93,350	\$94,690	2023
Duke Quality Network Inc	NC	\$0	Part Year Director/president	\$53,451	\$56,178	2023
Christus Health Latin America	TX	\$0	Director/president	\$4,499,960	\$4,578,663	2023
The Grace Foundation For Health	OH	\$0	Interim President And Ceo	\$10,396	\$11,200	2023
Christus Health International	TX	\$0	President	\$4,499,960	\$4,578,663	2023
Howard Young Health Care Inc	WI	\$0	President & Ceo-aspirus	\$311,110	\$330,492	2023
Visiting Nurse Hospicc Atlanta	GA	\$0	President And Ceo	\$42,569	\$43,537	2023
Ashland Place Houses Inc	NY	\$0	President & Board Chair	\$12,234	\$11,245	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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	27 organizations. Compensation range \$7,403–\$4,578,663; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$0); for reference, expenses \$202,165 and assets \$4,872,627. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Nicole Willis, reported title " <i>Chief Executive Officer</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 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	56 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	7 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 (Nicole Willis) 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 27 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$56,198 is reasonable (approximately the 56th 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.