

Minority Health Consortium

Executive Director / CEO

EIN 541504892
 VA · NTEE E32Z
 FY ending 2023-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Juan Pierce Sr, Executive Director / CEO** (\$82,994) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

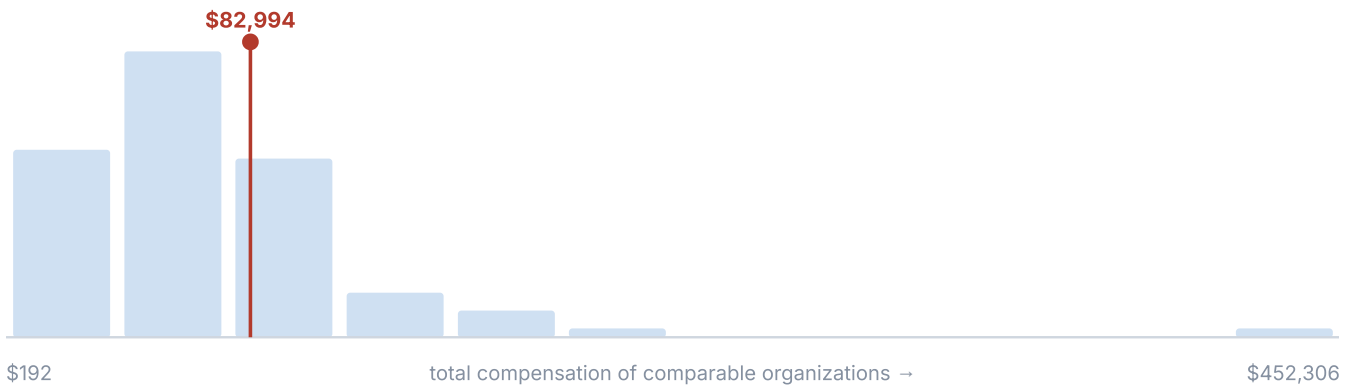
Benchmarked executive: Juan Pierce Sr — reported title “EXEC DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E32Z).
BUDGET	Total revenue between \$260,301 and \$582,765 — 0.67x to 1.50x the subject's \$388,510 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E32), nationwide + budget 0.67–1.5x revenue.

83 organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,934	\$38,367	\$61,881	\$89,824	\$122,455	\$82,994
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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 VA 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
The Women's Clinic Of Columbus	OH	\$387,749	Executive Director	\$100,275	\$106,841	2024
South Miami Childrens Clinic Inc	FL	\$386,266	President	\$159,231	\$154,923	2023
Wellness Studios Inc	NM	\$385,375	Executive Director	\$21,475	\$23,236	2024
Women And Children Health Care	LA	\$383,286	President	\$98,771	\$112,641	2023
People's Health And Wellness Clinic	VT	\$393,786	Executive Di	\$74,395	\$77,553	2023
Schc Companies Inc	NY	\$398,460	President & Ceo	\$45,196	\$41,084	2024
Family Community Clinic Inc	KY	\$400,855	Executive Director	\$80,429	\$86,927	2024
Street Medicine Institute	PA	\$401,624	Executive Di	\$104,641	\$104,975	2024
Interfaith Coalition Of Whatcom County	WA	\$373,897	Former Executive Director	\$96,989	\$87,353	2024
Community Health Intervention And Education Found	IN	\$373,344	Executive Director	\$87,000	\$92,294	2024
The Olympia Free Clinic	WA	\$405,169	Executive Di	\$70,500	\$63,496	2024
Wasatch Community Acupuncture	UT	\$370,228	President	\$56,520	\$58,192	2024
Louisiana Community Health Center	LA	\$408,541	Ceo	\$168,066	\$191,668	2023
Red Bird Clinc Inc	KY	\$409,842	Dentist	\$114,223	\$123,450	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ridge Health Services Inc	NY	\$413,452	Executive Director	\$12,621	\$11,812	2023
Chandler Care Center	AZ	\$361,139	Exec Director	\$39,681	\$39,524	2023
Ohio Valley Health Center	OH	\$416,903	Executive Di	\$53,375	\$58,550	2023
Samaritans Touch Care Center Inc	FL	\$358,475	Executive Director	\$35,817	\$33,848	2024
Boise Acupuncture Cooperative Inc	ID	\$356,444	Vice President	\$59,885	\$64,086	2024
Bella Health And Wellness Inc	CA	\$420,953	Executive Director	\$37,100	\$32,228	2024
Susan Dew Hoff Memorial Clinic Inc	WV	\$355,326	Board Member	\$30,000	\$32,676	2024
Community Care Clinic Of	NC	\$353,948	Executive Di	\$60,500	\$62,886	2024
Gillette Reproductive Health	WY	\$353,765	Executive Di	\$93,497	\$100,717	2024
Waco Birth Center And Clinic	TX	\$352,734	President	\$66,100	\$66,516	2024
Heart And Soul Clinic Inc	IN	\$424,897	Executive Di	\$60,000	\$63,652	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 83 organizations. Compensation range \$192–\$452,306; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$388,510); for reference, expenses \$387,498 and assets \$62,917.

ROLE MATCH	Juan Pierce Sr, reported title "EXEC DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 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	69 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	59 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 (Juan Pierce Sr) 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 83 similarly situated organizations (Same NTEE sector (E32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,994 is reasonable (approximately the 69th 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.