

# Community Memorial Hospital Foundation

Executive Director / CEO

EIN 541831331

VA · NTEE E11

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **W Scott Burnette, Executive Director / CEO** (\$43,108) against **every comparable organization** that fit the selection criteria — **110** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** W Scott Burnette — reported title "PRESIDENT (JULY-DEC)", 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 \$322,639 and \$722,328 — 0.67x to 1.50x the subject's \$481,552 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

**110** organizations qualified on sector, size, and geography → **110** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,029	\$24,214	\$47,346	\$95,015	\$165,558	<b>\$43,108</b>
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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
<a href="#">Labette Health Endowment Association</a>	KS	\$482,609	Director	\$81,488	<b>\$88,560</b>	2024
<a href="#">Help-a-person Inc</a>	PA	\$484,513	Ceo	\$25,173	<b>\$24,603</b>	2025
<a href="#">Baptist Health Foundation Floyd Inc</a>	KY	\$485,098	Asst Secretary (Through 1/2/24)	\$13,465	<b>\$14,553</b>	2024
<a href="#">Brainy Camps Association</a>	DC	\$475,679	Board Chair, Pres/ceo Cnmc Thru 6/23	\$52,949	<b>\$48,122</b>	2023
<a href="#">St Claire Real Properties Inc</a>	KY	\$489,096	President/ceo Scrmc	\$44,160	<b>\$47,727</b>	2024
<a href="#">Memorial Hospital Foundation At</a>	NH	\$472,510	Ceo And President, Mh/trustee	\$55,268	<b>\$51,337</b>	2024
<a href="#">Broadlawns Medical Center Foundation</a>	IA	\$491,829	Interim President	\$87,655	<b>\$96,550</b>	2024
<a href="#">The Hospice Foundation Of The South Inc</a>	LA	\$468,597	Executive Dir.	\$73,082	<b>\$80,953</b>	2024
<a href="#">Ksb Hospital Foundation</a>	IL	\$458,327	President/ceo	\$35,884	<b>\$36,537</b>	2023
<a href="#">The Baltimore Jewish Health Foundation Inc</a>	MD	\$506,557	Assistant Treasurer	\$526,937	<b>\$510,217</b>	2023
<a href="#">The Foundation For The Thomas Memorial And Saint Francis Hospitals Inc</a>	WV	\$454,827	Vp Of Marketing And Philanthropy	\$46,657	<b>\$50,819</b>	2024
<a href="#">Somc Development Foundation</a>	OH	\$509,583	Director-president & Ceo-somc	\$199,139	<b>\$218,446</b>	2023
<a href="#">Fort Hamilton Hospital Foundation</a>	OH	\$509,741	Interim Ceo Until July 23, Cao	\$111,284	<b>\$122,073</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Temple University Health System</a>	PA	\$451,845	Member	\$61,424	<b>\$63,440</b>	2023
<a href="#">Fairchild Medical Center Foundation Inc</a>	CA	\$511,428	Ceo	\$65,912	<b>\$58,946</b>	2023
<a href="#">Western Missouri Medical Center</a>	MO	\$512,762	Director	\$24,318	<b>\$25,910</b>	2024
<a href="#">Southwest Louisiana Hospital Association</a>	LA	\$445,063	Board Member	\$23,777	<b>\$27,116</b>	2023
<a href="#">Covenant Healthcare System</a>	MI	\$518,531	President	\$697,897	<b>\$746,053</b>	2023
<a href="#">Kidney Friends Hawaii Inc</a>	HI	\$522,367	Executive Dir.	\$12,314	<b>\$11,418</b>	2023
<a href="#">Gilchrist Baltimore Center Support</a>	MD	\$522,882	President	\$59,996	<b>\$58,092</b>	2023
<a href="#">Terry Reilly Foundation Inc</a>	ID	\$437,186	Ceo	\$29,891	<b>\$31,987</b>	2024
<a href="#">Hammond-henry Hospital Foundation</a>	IL	\$528,761	Foundation Manager (Thru Feb)	\$14,292	<b>\$14,135</b>	2024
<a href="#">Naeve Health Care Foundation</a>	MN	\$530,023	Ex-officio Officer	\$42,625	<b>\$42,370</b>	2024
<a href="#">Meadville Medical Center Foundation</a>	PA	\$432,283	Ceo	\$205,163	<b>\$211,897</b>	2023
<a href="#">Snowdrop Foundation Inc</a>	TX	\$533,273	Non Vote Dir	\$45,500	<b>\$45,786</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	110 organizations. Compensation range \$3,774–\$991,694; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$481,552); for reference, expenses \$4,729 and assets \$3,424,591. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	W Scott Burnette, reported title " <i>PRESIDENT (JULY-DEC)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	88 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	45 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</sup>

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 (W Scott Burnette) 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 110 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$43,108 is reasonable (approximately the 45<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.