

# John P Murray Community Care Clinic Inc

Executive Director / CEO

EIN 562098720  
 NC · NTEE E30  
 FY ending 2024-09-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Chris Vaughn, Executive Director / CEO** (\$159,302) against **every comparable organization** that fit the selection criteria — **283** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Chris Vaughn — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E30).
BUDGET	Total revenue between \$71,722 and \$160,572 — 0.67x to 1.50x the subject's \$107,048 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**283** organizations qualified on sector, size, and geography → **283** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$7,259	\$17,667	\$34,262	\$57,209	\$95,286	<b>\$159,302</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 NC 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="#">Och Holdings</a>	TX	\$107,867	Director & President	\$234,201	<b>\$226,732</b>	2024
<a href="#">Chime Education Foundation</a>	MI	\$106,226	President & Ceo	\$94,461	<b>\$94,361</b>	2024
<a href="#">Well-help Inc</a>	OH	\$107,883	Office Coordinator	\$12,439	<b>\$12,751</b>	2024
<a href="#">Healthstar Network Inc</a>	NY	\$107,918	Chair	\$621,943	<b>\$543,911</b>	2024
<a href="#">Promedica Monroe Cardiology</a>	OH	\$106,175	Trustee/ceo	\$14,012	<b>\$14,363</b>	2024
<a href="#">Rushford Foundation Inc</a>	CT	\$106,059	Director	\$64,726	<b>\$58,734</b>	2024
<a href="#">Hudson Headwaters Supporting Corp</a>	NY	\$108,166	Director	\$86,967	<b>\$76,056</b>	2024
<a href="#">Dentmed Inc</a>	MD	\$108,200	Business Manager	\$5,000	<b>\$4,524</b>	2024
<a href="#">Legacy Home And Respite Care Foundation Inc</a>	WI	\$105,680	Executive Director	\$26,323	<b>\$27,392</b>	2023
<a href="#">Nassau-suffolk Hospital Shared Services</a>	NY	\$108,442	President/chief Executive Officer	\$36,392	<b>\$31,826</b>	2024
<a href="#">Saint Alphonsus Foundation-baker City</a>	OR	\$108,490	Secretary; Regional Phil Specialist	\$14,767	<b>\$13,664</b>	2023
<a href="#">Power To Save A Life Inc</a>	MN	\$105,552	President	\$46,252	<b>\$44,231</b>	2024
<a href="#">One Patient - Global Health</a>	IL	\$108,630	Vice President	\$71,500	<b>\$70,039</b>	2023
<a href="#">Panhandle Breast Health</a>	TX	\$105,376	Executive Di	\$57,792	<b>\$55,949</b>	2024
<a href="#">Sheffield Area Medical Center Inc</a>	PA	\$108,890	Executive Director	\$17,612	<b>\$17,500</b>	2023
<a href="#">Southeast Holdings Inc</a>	AZ	\$105,000	Ceo	\$57,526	<b>\$53,543</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Emergency Medical</a>	AZ	\$109,427	Director	\$96,000	<b>\$89,353</b>	2024
<a href="#">Signature Healthcare Urgent Care Inc</a>	MA	\$109,501	Pres.,clerk,ceo	\$66,406	<b>\$57,752</b>	2024
<a href="#">Centro De Apoyo Integrado Y Kinesiologia Energetic</a>	PR	\$109,815	Executive Director	\$36,254	<b>\$36,254</b>	2024
<a href="#">Council Of International Neonatal Nurses Inc</a>	PA	\$109,876	Prullage	\$48,000	<b>\$47,695</b>	2023
<a href="#">On Site For Seniors Inc</a>	ID	\$109,940	Executive Di	\$50,000	<b>\$52,998</b>	2023
<a href="#">Mariahs Miracle</a>	AZ	\$110,076	Executive Director	\$12,500	<b>\$11,635</b>	2024
<a href="#">Beth Israel Deaconess Department Of</a>	MA	\$103,817	Director (Ex-officio) (Hmfp Ceo)	\$109,829	<b>\$95,517</b>	2024
<a href="#">Family Care &amp; Pregnancy Center</a>	IL	\$110,476	Executive Di	\$49,905	<b>\$47,483</b>	2024
<a href="#">Reynoldsville Area Ambulance A</a>	PA	\$110,762	President	\$5,720	<b>\$5,684</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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** 283 organizations. Compensation range \$432–\$1,624,374; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$107,048); for reference, expenses \$63,641 and assets \$673,555. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Chris Vaughn, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	125 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	18 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	99 <sup>th</sup>
All sources (D + E + F), adjusted	64 <sup>th</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 (Chris Vaughn) 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 283 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$159,302 is reasonable (approximately the 97<sup>th</sup> 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.