

Big Bend Health Council Inc

Executive Director / CEO

EIN 592261770
 FL · NTEE E05
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **R Michael Hill, Executive Director / CEO** (\$114,583) against **every comparable organization** that fit the selection criteria — **1183** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: R Michael Hill — reported title “EXECUTIVE DIRECTOR 7/1/22 TO 1/18/23”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E05).
BUDGET	Total revenue between \$218,991 and \$490,279 — 0.67x to 1.50x the subject's \$326,853 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,183 organizations qualified on sector, size, and geography → **1,183** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,015	\$34,395	\$59,211	\$86,941	\$126,997	\$114,583
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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 FL 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
Oakview Inc	CA	\$326,756	Executive Dir.	\$160,214	\$143,040	2024
Ahead With Horses Inc	CA	\$327,152	Executive Dir.	\$64,480	\$57,568	2024
Teresa House Inc	NY	\$327,169	Executive Dir.	\$77,885	\$72,767	2024
Canandaigua Comfort Care Home Inc	NY	\$326,213	Executive Director	\$72,000	\$67,269	2024
Va - Chw Association	VA	\$327,707	Exe Director	\$129,676	\$126,121	2025
Gianna Center Of Philadelphia	PA	\$327,770	Medical Doctor	\$36,400	\$37,532	2024
Ventura County Medical Resource	CA	\$327,846	Ceo	\$144,088	\$128,643	2024
Marimed Foundation For Island	HI	\$325,410	President/ce	\$150,096	\$143,047	2023
Lilly Kolisko Institute For Anthroposophic Medicine Inc	WI	\$325,292	President/director	\$88,000	\$95,023	2024
Gout Support Group Of America	FL	\$325,280	Former President	\$42,000	\$40,795	2024
The Mobile Ministry Of Dentistry	TN	\$324,800	Executive Di	\$148,711	\$161,622	2024
Penn Mahoning Ambulance Association	PA	\$324,791	President	\$2,508	\$2,662	2023
Social Medicine International	UT	\$324,751	Executive Director	\$23,744	\$25,127	2024
Pure Living Recovery And Rehabilitation	IL	\$324,689	Cfo	\$10,908	\$11,088	2024
Metrowest Medical Center Medical	MA	\$324,672	President	\$60,000	\$57,394	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nalanda Institute For Contemplative Science	NY	\$324,440	Chairperson	\$9,590	\$8,729	2025
Choices Medical Clinic Inc	KS	\$324,372	Executive Director	\$52,500	\$60,375	2023
Roaring Adventures Inc	OR	\$324,361	President	\$47,596	\$45,700	2024
Hopelife Regeneration Inc	NC	\$329,601	President	\$23,088	\$25,394	2023
The Foundation Of Neosho Memorial	KS	\$329,723	Foundation Director	\$20,334	\$22,714	2024
Community Supported Acupuncture	KY	\$323,981	Executive Director	\$74,150	\$82,369	2024
Jewel Women's Center	PA	\$323,933	Executive Di	\$33,462	\$34,502	2024
305 Pink Pack Inc	FL	\$329,849	Executive Director	\$52,604	\$51,095	2024
Edgemont Campus	OH	\$323,842	Ceo	\$22,113	\$24,931	2023
Scott & White Foundation Brenham	TX	\$330,072	President/ceo	\$19,113	\$20,352	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 1183 organizations. Compensation range \$107–\$3,384,961; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$326,853); for reference, expenses \$462,993 and assets \$308,243. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	R Michael Hill, reported title "EXECUTIVE DIRECTOR 7/1/22 TO 1/18/23", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	249 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	48 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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	73 rd

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 (R Michael Hill) 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 1183 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,583 is reasonable (approximately the 87th 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.