

Mcmillan Hospital Health Care

Executive Director / CEO

EIN 630833111

AL · NTEE E99Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Stephen Fischer, Executive Director / CEO** (\$26,204) against **every comparable organization** that fit the selection criteria — **45** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **51st** percentile of comparable organizations

within the typical range

Benchmarked executive: Stephen Fischer — reported title "TREASURER-LE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E99Z).

BUDGET Total revenue between \$14,912 and \$33,385 — 0.67x to 1.50x the subject's \$22,257 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

45 organizations qualified on sector, size, and geography

→ **45** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,813

\$14,182

\$22,575

\$56,925

\$104,708

\$26,204



● 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 AL 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
Chad Colley River Valley Hospice House	AR	\$22,372	Vice-president	\$2,000	\$2,081	2024
Rmlhp Corporation	IL	\$21,479	President/ceo	\$54,170	\$48,025	2025
Hancock County Medical Society	OH	\$21,375	Secretary/treasurer	\$3,600	\$3,529	2024
Illinois Amvets Healthcare Facility	IL	\$21,372	Secretary	\$24,095	\$22,575	2023
Connecticut Hospital Association Trust	CT	\$21,315	Trustee	\$79,135	\$70,709	2023
Northern Michigan Medical Management	MI	\$23,333	Chairman & President/ceo	\$33,953	\$32,439	2024
Washington Dental Service Fund	WA	\$23,429	President/ceo Arcora Foundation	\$83,503	\$71,245	2023
Third Circle	MI	\$21,080	Medical Director	\$10,000	\$9,836	2023
The Perryridge Corporation	CT	\$23,544	Director, President & Sec	\$370,755	\$321,774	2024
Climate Health And Research Network	ME	\$23,561	President	\$22,776	\$21,111	2024
Mission Hospital Foundation	TX	\$24,119	Ceo (Regional)/ Board Secretary	\$19,767	\$18,844	2023
Northland Foundation Inc	WI	\$24,262	Ceo	\$23,333	\$22,556	2024
Tb12 Foundation Inc	MA	\$20,220	Executive Director/clerk	\$131,250	\$109,173	2024
Marillac Qalibc Inc	CO	\$24,471	President	\$31,323	\$27,801	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Amberwell Atchison Support	KS	\$20,026	Ceo	\$16,004	\$16,477	2023
Kentucky Pediatric Society Foundation	KY	\$19,997	Executive Director	\$14,261	\$14,182	2024
Anvk Inc	WI	\$24,792	Interim Ceo	\$28,094	\$27,159	2024
Assabet Valley Ipa Inc	MA	\$24,911	President/treasurer/clerk	\$4,950	\$4,239	2023
Center For Nursing And Rehabilitation	NY	\$25,000	President/ceo	\$47,155	\$40,607	2023
Southwest Cares Foundation	TX	\$19,092	Ceo	\$6,000	\$5,556	2024
Butte Valley Ambulance Services Inc	CA	\$18,386	Acting Board Chair	\$1,788	\$1,392	2025
St Joseph Regional Health Partners	TX	\$17,560	Trustee	\$55,915	\$53,303	2023
Graphite Health Inc	UT	\$17,004	Interim Ceo	\$895,463	\$848,333	2024
Mgma Center For Research Inc	CO	\$16,896	President/ceo	\$66,074	\$58,646	2024
Evangeline Partners Inc	LA	\$16,835	Vice-preside	\$12,000	\$11,916	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 45 organizations. Compensation range \$1,392–\$848,333; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$22,257); for reference, expenses \$161,868 and assets \$408,495. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stephen Fischer, reported title " <i>TREASURER-LE</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	24 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	51 st
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	53 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 (Stephen Fischer) 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 45 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$26,204 is reasonable (approximately the 51st 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.