

Ouachita Valley Health System

Executive Director / CEO

EIN 710766340

AR · NTEE E21Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Cimenga Tshibaka, Executive Director / CEO** (\$400,001) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Cimenga Tshibaka — reported title “PHYSICIAN”, 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 (E21Z).
BUDGET	Total revenue between \$149,119 and \$333,849 — 0.67x to 1.50x the subject's \$222,566 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E21), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography → **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,674	\$36,018	\$50,970	\$82,565	\$107,353	\$400,001
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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 AR 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
Hne Of Connecticut Inc	MA	\$213,992	President And Ceo	\$452,498	\$361,747	2024
Union County Health And Wellness	NM	\$235,609	Executive Dir.	\$83,200	\$81,962	2023
Research And Education Trust	ME	\$237,700	President	\$39,786	\$35,443	2024
Zandu Health Initiative	MN	\$206,219	Director	\$51,000	\$46,156	2023
Chpcommunity Inc	IA	\$205,546	President	\$50,824	\$50,970	2023
Family Survivor Network	MD	\$203,945	Executive Director	\$39,500	\$35,210	2022
Medical Financial Services Inc	TN	\$202,808	Former Executive Director	\$39,130	\$36,592	2024
Flint Hills Community Clinic Inc	KS	\$190,080	Clinic Direc	\$72,021	\$71,264	2023
Medical Support & Development	MS	\$268,878	President	\$40,000	\$39,633	2024
Rome Memorial Properties Inc	NY	\$167,287	Ceo	\$12,528	\$10,071	2024
Mercy Kansas Communities	KS	\$166,856	President	\$84,648	\$83,759	2023
Cape Regional Health System Inc	NJ	\$161,827	Trustee - President/ceo Crmc	\$101,700	\$83,167	2023
Priority Health Total Health Foundation	MI	\$159,210	Director	\$56,000	\$51,423	2024
Mercy Healthcare Foundation - Clinton	IA	\$320,461	Exec Dir; Mercyone Clinton Mktg Dir	\$22,585	\$22,650	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Marimed Foundation For Island	HI	\$325,410	President/ce	\$150,096	\$123,082	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	15 organizations. Compensation range \$10,071–\$361,747; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$222,566); for reference, expenses \$1,264,176 and assets \$18,503. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Cimenga Tshibaka, reported title " <i>PHYSICIAN</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	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	100th
Total compensation (D + F), as reported (no adjustments)	93rd
Reportable pay only (column D), adjusted	100th

All sources (D + E + F), adjusted

73rd

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 (Cimenga Tshibaka) 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 15 similarly situated organizations (Same NTEE sector (E21), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$400,001 is reasonable (approximately the 100th 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.