

Aspen Allergy Conference

Executive Director / CEO

EIN 742501606
 CO · NTEE G60
 FY ending 2024-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Jill Hibbeln, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **375** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jill Hibbeln — reported title "OFFICE MANAGER", 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 (G60).
BUDGET	Total revenue between \$312,187 and \$698,926 — 0.67x to 1.50x the subject's \$465,951 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

375 organizations qualified on sector, size, and geography → **375** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$23,732	\$50,692	\$78,975	\$104,671	\$131,809	\$45,000
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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 CO 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
10000 Brains Neuro Ai Inc	MA	\$465,837	Chief Executive Officer	\$102,577	\$98,970	2023
The Blosser Center For Dyslexia Resources	OR	\$466,169	Former Executive Director	\$24,325	\$23,558	2024
The Epilepsy Foundation Of Kentuckiana	KY	\$465,180	Executive Director	\$120,390	\$138,874	2023
The Anchor Cross Cancer Foundation	AL	\$464,644	Foundation Director	\$65,625	\$73,938	2024
Arkansas Prostate Cancer Foundation	AR	\$468,148	Executive Di	\$112,781	\$132,208	2024
The Tailor Institute Incorporated	MO	\$468,451	Director	\$52,000	\$57,438	2024
Cardiopulmonary Perfusion Associates Inc	TX	\$468,595	Director	\$161,920	\$173,906	2023
Evan's Victory Against Neuroblastoma Foundation Inc	MD	\$468,923	President	\$68,912	\$67,189	2024
Paralyzed Veterans Of America	DC	\$462,882	Executive Director	\$41,124	\$37,635	2024
Parents Defeating Autism Today	TX	\$470,638	Ceo	\$25,748	\$26,861	2024
Cancer Resource Center Of The Finger Lakes	NY	\$459,404	Executive Director	\$58,609	\$55,232	2024
Cancer Support Community - California	CA	\$459,287	Executive Director	\$100,452	\$90,460	2024
Telluride Aids Benefit Inc	CO	\$472,865	Executive Director	\$79,050	\$77,012	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Foundation For Ucp Of Greater	CA	\$458,528	President / Ceo	\$123,170	\$110,919	2024
Prisms Inc	VA	\$473,555	Executive Director	\$94,038	\$94,692	2024
Hypoparathyroidism Association Inc	TX	\$458,001	Executive Director	\$98,019	\$102,254	2024
American Academy Of Pediatrics	CA	\$456,564	Executive Director	\$133,530	\$123,800	2023
Cancer Association Of Darke County	OH	\$475,711	Executive Di	\$18,043	\$19,930	2024
Neurology And Neuromuscular Care Center	TX	\$453,769	President	\$12,000	\$12,519	2024
A Shared Vision Partners In Pediatric Blindness And Visual Imp	CO	\$453,744	Executive Director	\$65,000	\$66,920	2023
Down Syndrome Association Of Middle Tennessee	TN	\$453,645	Executive Director	\$89,259	\$97,847	2024
Club Parkinsons Inc	KS	\$453,613	Executive Director	\$60,000	\$67,600	2024
Malignant Hyperthermia Association	NY	\$478,687	Executive Director	\$81,231	\$76,550	2024
Minnesota Colorectal Cancer Research	MN	\$453,008	Executive Director	\$52,684	\$55,894	2023
Spierings Cancer Foundation Inc	WI	\$480,050	Executive Director	\$42,858	\$46,679	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	375 organizations. Compensation range \$195–\$774,405; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$465,951); for reference, expenses \$310,738 and assets \$314,496.
ROLE MATCH	Jill Hibbeln, reported title "OFFICE MANAGER", 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	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	17 th

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 (Jill Hibbeln) 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 375 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 22nd 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 10, 2026.