

# Cmc Missoula Inc

Executive Director / CEO

EIN 810247705  
 MT · NTEE E220  
 FY ending 2024-06-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Scott Hacker, Executive Director / CEO** (\$5,000) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Scott Hacker — reported title “BOARD CHAIR”, 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 (E220).

**BUDGET** Total revenue between \$175,728 and \$393,423 — 0.67x to 1.50x the subject's \$262,282 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E22), nationwide + budget 0.67–1.5x revenue.

**28** organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,986

\$30,503

\$54,651

\$95,790

\$126,619

**\$5,000**



## ■ 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 MT 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="#">Healthalliance Foundation Inc</a>	NY	\$263,181	Ceo (Effective July 2023) Ex Officio	\$80,777	<b>\$69,715</b>	2023
<a href="#">Indiana Healthcare Properties</a>	PA	\$257,120	President/ceo & Chairman	\$42,593	<b>\$40,568</b>	2023
<a href="#">Island Health &amp; Wellness Foundation</a>	ME	\$255,940	Executive Di	\$33,121	<b>\$31,676</b>	2023
<a href="#">Grand Itasca Foundation</a>	MN	\$272,620	Foundation Director	\$41,339	<b>\$37,894</b>	2024
<a href="#">Educational Foundation Of The Texas Hotel &amp; Lodging Asso</a>	TX	\$276,183	Executive Director	\$118,444	<b>\$109,914</b>	2024
<a href="#">Community Howard Regional</a>	IN	\$279,133	Foundation Director	\$41,880	<b>\$42,182</b>	2023
<a href="#">Gesundheit Institute</a>	IL	\$281,238	Executive Director	\$64,500	<b>\$63,047</b>	2022
<a href="#">Mercy Health Foundation Fort Scott</a>	KS	\$288,960	President	\$84,648	<b>\$87,342</b>	2023
<a href="#">The Medical Center Auxiliary Inc</a>	GA	\$290,180	Director	\$155,492	<b>\$145,040</b>	2024
<a href="#">Auxiliary Of Monongalia General Hospital</a>	WV	\$232,855	Pres/ceo, Mon Health Systems	\$36,373	<b>\$37,614</b>	2023
<a href="#">Kimball Hospital Foundation</a>	NE	\$298,679	Executive Director	\$5,709	<b>\$5,696</b>	2024
<a href="#">Carrie Tingley Hospital Foundation</a>	NM	\$304,234	Executive Di	\$116,064	<b>\$115,807</b>	2024
<a href="#">Medical And Dental Staff Of Holy Cross</a>	MD	\$219,857	President	\$50,000	<b>\$43,365</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Burgess Foundation</a>	IA	\$219,525	President/ceo - Bhc Thru 6/2023	\$21,165	<b>\$22,134</b>	2023
<a href="#">Upmc Pinnacle Lancaster</a>	PA	\$216,898	President & Coo	\$124,650	<b>\$118,724</b>	2023
<a href="#">Health Development Corporation</a>	IN	\$215,119	President	\$27,580	<b>\$26,982</b>	2024
<a href="#">Herkimer County Health Network Inc</a>	NY	\$318,618	Executive Director	\$89,565	<b>\$75,081</b>	2024
<a href="#">Greene Foundation</a>	OH	\$321,533	Ceo	\$190,042	<b>\$186,730</b>	2024
<a href="#">Sarah Bush Lincoln Health</a>	IL	\$198,253	Dir Voluntee	\$24,638	<b>\$22,471</b>	2024
<a href="#">Ventura County Medical Resource</a>	CA	\$327,846	Ceo	\$144,088	<b>\$115,424</b>	2024
<a href="#">Scott &amp; White Foundation Brenham</a>	TX	\$330,072	President/ceo	\$19,113	<b>\$18,261</b>	2023
<a href="#">Massena Hospital Foundation Inc</a>	NY	\$333,126	Executive Director	\$66,376	<b>\$55,642</b>	2024
<a href="#">Share Foundation Of Community Hospitals</a>	OH	\$184,367	Director/regional Market President	\$75,084	<b>\$73,775</b>	2024
<a href="#">Scheurer Hospital Foundation</a>	MI	\$356,268	Md/ceo Sh	\$19,625	<b>\$18,307</b>	2025
<a href="#">Ssm Audrain Health Care Inc</a>	MO	\$362,355	Director, President/ceo Of Ssm Health	\$3,002,313	<b>\$3,037,119</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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	28 organizations. Compensation range \$5,696–\$3,037,119; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$262,282); for reference, expenses \$125,126 and assets \$6,210,806. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Scott Hacker, reported title " <i>BOARD CHAIR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	20 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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 (Scott Hacker) 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 28 similarly situated organizations (Same NTEE sector (E22), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$5,000 is reasonable (approximately the 0<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.