

Community Emergency Medical

Executive Director / CEO

EIN 811659062

AZ · NTEE E60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Emmeline Hill, Executive Director / CEO** (\$96,000) against **every comparable organization** that fit the selection criteria — **16** 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: Emmeline Hill — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

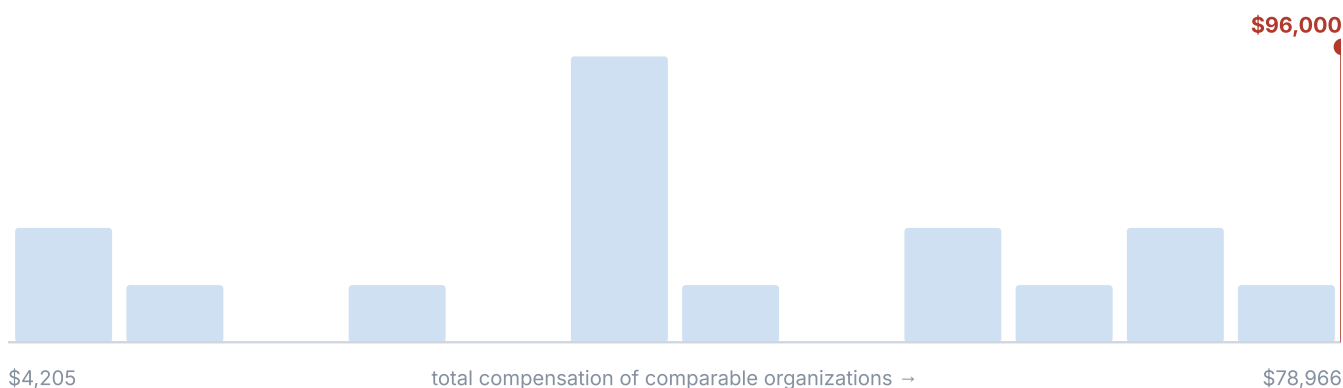
SECTOR Organizations sharing the subject's NTEE classification (E60).

BUDGET Total revenue between \$73,316 and \$164,140 — 0.67x to 1.50x the subject's \$109,427 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,623	\$33,853	\$41,260	\$60,216	\$67,834	\$96,000
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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 AZ 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
Centro De Apoyo Integrado Y Kinesiologia Energetic	PR	\$109,815	Executive Director	\$36,254	\$36,254	2024
Well-help Inc	OH	\$107,883	Office Coordinator	\$12,439	\$13,699	2024
Face2face Healing Inc	PA	\$114,738	Executive Director Co-founder	\$35,500	\$36,811	2024
Brain Injury Association Of Illinois	IL	\$99,647	Executive Director	\$58,300	\$59,597	2024
Be Healthy Inc	FL	\$97,263	President	\$61,800	\$60,367	2024
Ryan Gordy Foundation	CA	\$122,526	Director Of Operations	\$10,633	\$9,547	2024
Honoring Choices Virginia Inc	VA	\$127,137	Executive Of	\$26,546	\$26,651	2024
Southeastern Massachusetts Emergenc	MA	\$129,000	Medical Dire	\$4,500	\$4,205	2024
Pivotal Health & Wellness Inc	KS	\$89,848	President	\$58,500	\$67,656	2023
St Marys Community Care Professionals	NY	\$88,338	President & Ceo	\$84,043	\$78,966	2024
Peace Out Cancer Chair Inc	KS	\$86,654	Co-founder	\$36,000	\$40,440	2024
Volunteer For Dental	MI	\$143,036	Executive Director	\$63,370	\$68,012	2024
Eric Paredes Save A Life Foundation	CA	\$149,486	Co-executive Director	\$44,563	\$41,193	2023
Foundation For Healthy Floridians	FL	\$157,311	Ceo	\$47,890	\$46,780	2024
Jpatible Inc	FL	\$158,267	Director	\$42,308	\$41,327	2024
Tip It Forward	KY	\$163,364	Exec Dir And	\$53,858	\$60,166	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	16 organizations. Compensation range \$4,205–\$78,966; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$109,427); for reference, expenses \$227,221 and assets \$66,440. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Emmeline Hill, reported title " <i>DIRECTOR</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	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	81 st

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 (Emmeline 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 16 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$96,000 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.