

Region Ii Emergency Medical Services

Executive Director / CEO

EIN 850311542
 NM · NTEE E99
 FY ending 2023-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Douglas Campion, Executive Director / CEO** (\$36,400) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **48th** percentile of comparable organizations within the typical range

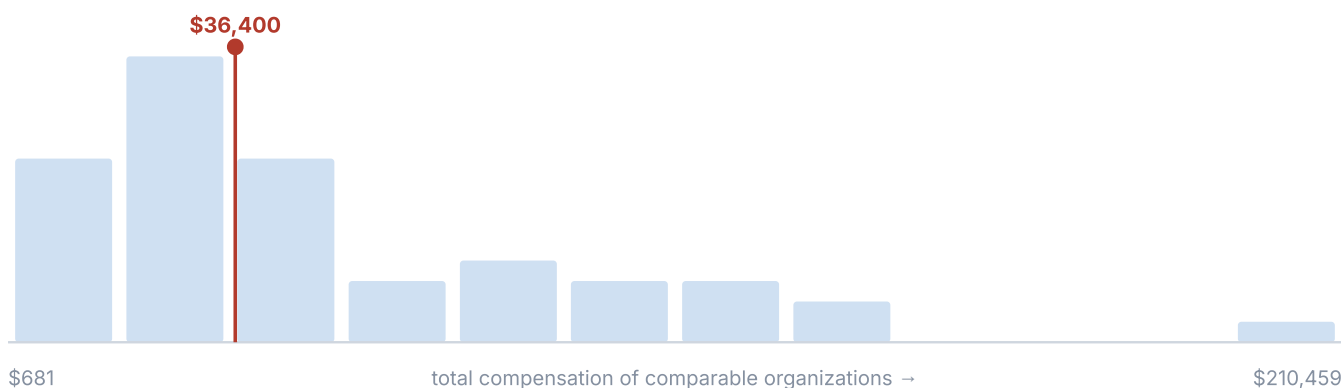
Benchmarked executive: Douglas Campion — reported title “EMPLOYEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (E99).
- BUDGET** Total revenue between \$199,042 and \$445,617 — 0.67x to 1.50x the subject's \$297,078 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (E99), nationwide + budget 0.67–1.5x revenue.

48 organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,226	\$26,944	\$39,848	\$73,307	\$109,171	\$36,400
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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 NM 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
Minnesota Masonic Children's Clinic For	MN	\$299,202	President/ceo - Charities	\$34,208	\$31,427	2023
Mountainside Hospital Medical Staff	NJ	\$300,341	President	\$35,000	\$28,221	2024
Hooves Of Hope Equestrian Center Inc	KY	\$292,364	President	\$48,001	\$46,572	2024
Messengers For Health	MT	\$292,200	Executive Director	\$88,626	\$88,823	2023
From Fatherless To Fearless	OH	\$303,056	Ceo	\$118,125	\$116,324	2023
Amery Regional Medical Center Foundation	MN	\$307,461	President	\$67,666	\$60,382	2024
Massachusetts Health Council Inc	MA	\$308,333	Ceo	\$147,950	\$120,064	2024
Epiphany Project Inc	AZ	\$281,911	Co-president	\$47,333	\$41,109	2024
Northwest Medical Center Foundation Inc	MO	\$280,795	President/ceo	\$28,195	\$27,765	2023
What To Expect Project	DC	\$280,090	President & E.d	\$132,652	\$105,123	2024
West Oakland Health Facilities	CA	\$315,643	Ceo	\$2,481	\$1,935	2024
Harbor Emergency Medical Education Foundation	CA	\$277,634	Research Assistant	\$8,980	\$7,002	2024
Seashore Gardens Foundation	NJ	\$272,798	Treasurer	\$253,529	\$210,459	2023
Climatework Maine	ME	\$268,900	Director	\$117,335	\$106,105	2024
Gout Support Group Of America	FL	\$325,280	Former President	\$42,000	\$35,632	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inteleos Foundation Inc	MD	\$267,449	Ceo/executive Director	\$40,758	\$34,412	2024
The Medical Center Auxiliary	PA	\$265,169	President & Ceo	\$42,768	\$39,654	2023
Giving Health Inc	GA	\$263,218	Chief Medical Dir	\$750	\$681	2024
Healthy Hearts Institute	CA	\$262,570	Board Chair	\$42,857	\$34,407	2023
C-line Counseling Center	NJ	\$260,477	Executive Director	\$16,500	\$13,304	2024
Upper Midlands Rural Health Network	SC	\$258,850	Executive Dir.	\$94,561	\$91,720	2023
Wings Home	MI	\$336,554	Executive Director	\$13,592	\$13,044	2023
Life Resources Of Georgia Inc	GA	\$255,952	Executive Di	\$44,098	\$40,042	2024
Forbes Medical Staff Fund	PA	\$253,879	President	\$20,000	\$18,011	2024
Gaia Home	ND	\$343,768	Executive Director	\$140,000	\$138,746	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NM cost of living and 2023 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 NM 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 48 organizations. Compensation range \$681–\$210,459; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$297,078); for reference, expenses \$311,055 and assets \$692,618.

ROLE MATCH Douglas Campion, reported title "*EMPLOYEE*", 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	9 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	48 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	52 nd
All sources (D + E + F), adjusted	33 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 (Douglas Campion) 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 48 similarly situated organizations (Same NTEE sector (E99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,400 is reasonable (approximately the 48th 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.