

Hardy County Health And Wellness Center Inc

Executive Director / CEO

EIN 852425981
 WV · NTEE N31
 FY ending 2023-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Morgan Hill-see, Executive Director / CEO** (\$47,314) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56th** percentile of comparable organizations within the typical range

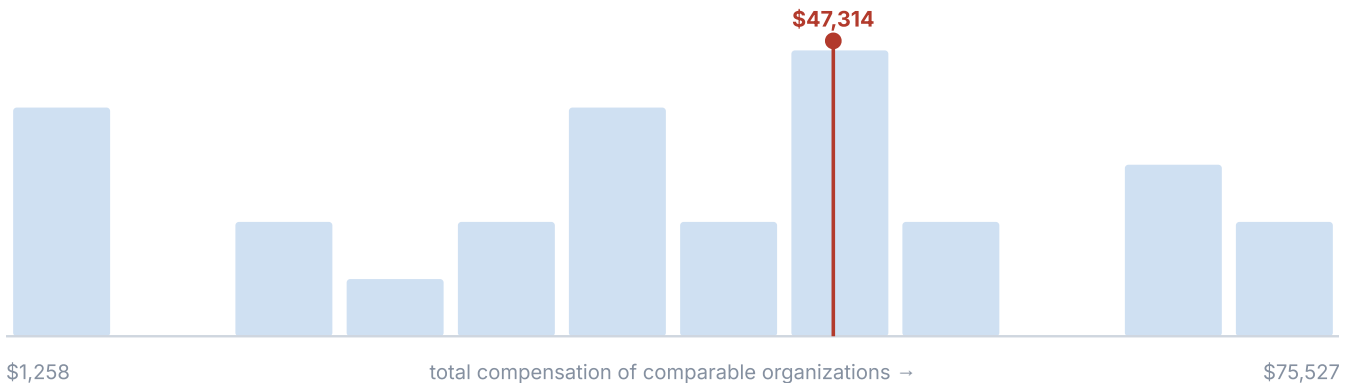
Benchmarked executive: Morgan Hill-see — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N31).
BUDGET	Total revenue between \$152,079 and \$340,477 — 0.67x to 1.50x the subject's \$226,985 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N31), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,151 10TH	\$26,194 25TH	\$38,424 MEDIAN	\$50,888 75TH	\$66,571 90TH	\$47,314 THIS ORG · 56TH
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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 WV 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
Columbus Municipal Golf Association	TX	\$227,487	Manager	\$37,154	\$34,325	2023
Lillian's List Action Fund	NC	\$228,237	Interim Executive Director	\$72,598	\$67,293	2024
Shenandoah Valley Bicycle Coalition	VA	\$233,793	Executive Dir.	\$56,769	\$49,172	2024
Vessel Skatepark	MA	\$219,966	President	\$62,750	\$50,585	2024
The Community Center Nfp	IL	\$211,419	Director	\$6,000	\$5,448	2023
Ballston Area Recreation Commission	NY	\$244,068	Executive Di	\$79,190	\$66,090	2023
Community Building Partners Inc	ID	\$246,827	Executive Director	\$67,000	\$63,939	2024
Community Resources For Education And Wellness Inc	VA	\$207,000	Executive Director	\$4,963	\$4,426	2023
Cottagewood Community Foundation	MN	\$247,000	Exec Direc,s	\$54,662	\$48,454	2024
Friends Of Third Place Commons	WA	\$249,302	Director	\$43,485	\$34,925	2024
The Ledge	TN	\$249,894	President/ Executive Direc	\$51,105	\$48,190	2024
Community Center Of Hope	WI	\$203,723	Executive Di	\$29,897	\$28,837	2023
Bandon Community Youth Center Inc	OR	\$250,726	Executive Director	\$18,326	\$15,718	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pregnancy And Family Center Inc	KS	\$266,875	Co-director	\$24,300	\$23,551	2024
Pennsylvania Center For Adapted Sports	PA	\$181,109	Executive Director	\$80,516	\$72,030	2024
Ridgelys Run Community Association Inc	MD	\$178,310	President	\$1,500	\$1,258	2024
Youth Advantage Inc	MN	\$282,307	Executive Di	\$57,750	\$51,191	2024
Santa Barbara House Of Hustle	CA	\$283,416	President	\$5,900	\$4,705	2023
Cape Lookout Foundation Inc	NC	\$290,100	Executive Director	\$40,000	\$37,077	2024
Richland Area Community Center	MI	\$290,350	Executive Di	\$79,228	\$75,527	2023
Chappaquiddick Community Center	MA	\$294,454	Executive Director/director	\$46,810	\$37,735	2024
The Old Wilson Schoolhouse Center	WY	\$156,381	Executive Director	\$40,000	\$38,424	2024
Spearhead Corporation	TX	\$154,090	Executive Di	\$53,844	\$48,317	2024
Chelan Teen Center	WA	\$303,518	Executive Dir.	\$67,500	\$54,213	2024
Pine Hill Community Center Ltd	NY	\$307,367	Executive Director	\$48,802	\$40,729	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WV 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 WV 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	27 organizations. Compensation range \$1,258–\$75,527; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$226,985); for reference, expenses \$239,818 and assets \$718,083.
ROLE MATCH	Morgan Hill-see, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	56 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	56 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 (Morgan Hill-see) 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 27 similarly situated organizations (Same NTEE sector (N31), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$47,314 is reasonable (approximately the 56th 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.