

# Business For Health Solutions International Inc

Executive Director / CEO

EIN 861741586

NY · NTEE E80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Margo Carlen, Executive Director / CEO** (\$144,246) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83<sup>rd</sup>** percentile of comparable organizations within the typical range

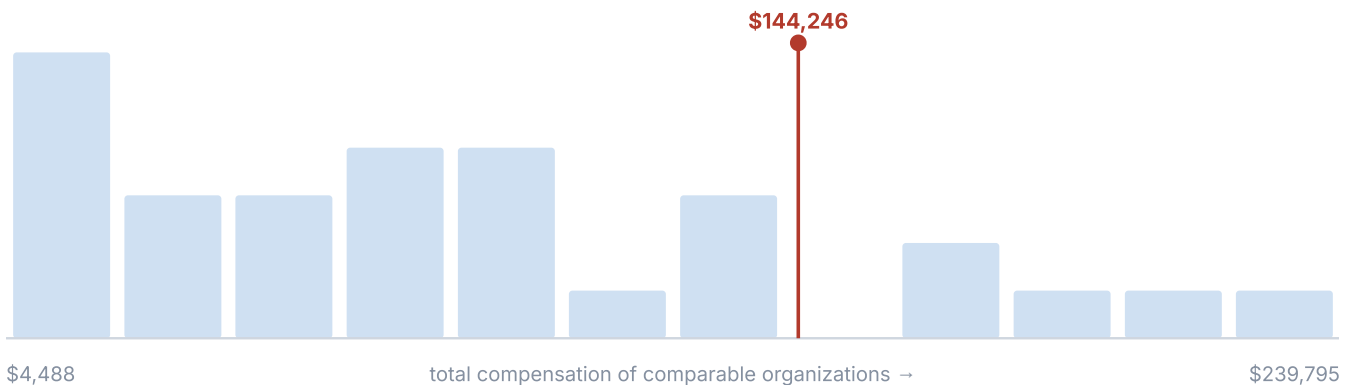
**Benchmarked executive:** Margo Carlen — reported title “CEO AND BOARD MEMBER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

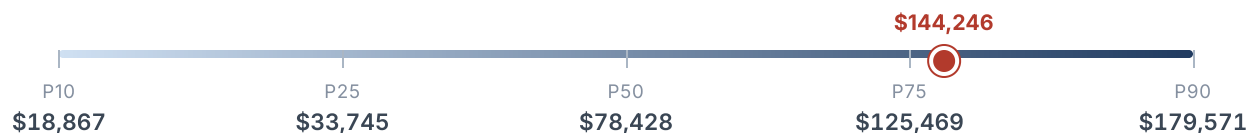
SECTOR	Organizations sharing the subject's NTEE classification (E80).
BUDGET	Total revenue between \$246,450 and \$551,755 — 0.67x to 1.50x the subject's \$367,837 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

**29** organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$18,867</b> 10TH	<b>\$33,745</b> 25TH	<b>\$78,428</b> MEDIAN	<b>\$125,469</b> 75TH	<b>\$179,571</b> 90TH	<b>\$144,246</b> THIS ORG · 83RD
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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 NY 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="#">Medical Research Analytics And</a>	IL	\$371,208	Secretary	\$4,125	<b>\$4,488</b>	2024
<a href="#">Better Health Of Cumberland County Inc</a>	NC	\$361,831	Executive Director	\$70,403	<b>\$78,428</b>	2025
<a href="#">Carepoint Clinic</a>	WA	\$357,518	Executive Director	\$33,082	<b>\$33,745</b>	2023
<a href="#">Christiana Care West Grove Inc</a>	DE	\$355,825	Director, President & Ceo	\$214,949	<b>\$239,795</b>	2023
<a href="#">Culpeper Adult Day Care Center Inc</a>	VA	\$344,525	Executive Director	\$62,250	<b>\$64,800</b>	2025
<a href="#">Peak Health Alliance</a>	CO	\$341,570	Exec Dir-beg	\$57,000	<b>\$60,485</b>	2024
<a href="#">Reproductive Freedom Fund Of New Hampshire</a>	NH	\$397,166	Executive Director	\$70,000	<b>\$71,529</b>	2024
<a href="#">Love Button Global Movement</a>	CA	\$413,096	Executive Director	\$36,000	<b>\$34,401</b>	2024
<a href="#">C-tac Innovations Inc</a>	DC	\$319,832	Executive Director	\$138,360	<b>\$134,364</b>	2024
<a href="#">Texhealth Central Texas</a>	TX	\$318,553	President And Ceo	\$157,834	<b>\$174,722</b>	2024
<a href="#">Kickin Cancer In Sublette County</a>	WY	\$314,746	Secretary	\$18,465	<b>\$22,527</b>	2023
<a href="#">Advocates For Better Health</a>	MN	\$423,545	Executive Di	\$114,741	<b>\$125,469</b>	2024
<a href="#">Napa County Bicycle Coalition</a>	CA	\$312,072	Executive Director	\$89,125	<b>\$85,167</b>	2024
<a href="#">Akron Bar Foundation</a>	OH	\$423,717	Executive Di	\$6,825	<b>\$7,793</b>	2025
<a href="#">Tepeyac Qalich Inc</a>	CO	\$424,150	President	\$20,098	<b>\$21,327</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Community Life Support Inc</a>	FL	\$301,597	Chairman	\$125,000	<b>\$129,952</b>	2024
<a href="#">Greater Gift Initiative Inc</a>	NC	\$301,369	Ceo	\$138,750	<b>\$163,342</b>	2023
<a href="#">Facts About Fertility Inc</a>	PA	\$287,505	Cofounder & Executive Director	\$83,833	<b>\$95,250</b>	2023
<a href="#">Ucare Iowa</a>	MN	\$259,544	President & Ceo	\$188,405	<b>\$206,020</b>	2024
<a href="#">Sunflower Health Network Inc</a>	KS	\$256,817	Executive Director	\$25,764	<b>\$30,802</b>	2024
<a href="#">Mcamericas Realty Inc</a>	TX	\$252,007	Ceo And Cfo	\$21,709	<b>\$24,032</b>	2024
<a href="#">Southeast Pennsylvania Area Health</a>	PA	\$249,589	Executive Di	\$101,250	<b>\$115,039</b>	2023
<a href="#">Oregon Cancer Foundation</a>	OR	\$488,965	Executive Director	\$86,700	<b>\$89,101</b>	2024
<a href="#">Pennsylvania School-based Health Alliance</a>	PA	\$490,668	Cousler	\$46,000	<b>\$50,765</b>	2024
<a href="#">Medtech Color</a>	MD	\$499,746	Executive Director	\$192,308	<b>\$198,965</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	29 organizations. Compensation range \$4,488–\$239,795; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$367,837); for reference, expenses \$732,347 and assets \$425,050. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Margo Carlen, reported title <i>"CEO AND BOARD MEMBER"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 9 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	83 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	86 <sup>th</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	59 <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 (Margo Carlen) 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 29 similarly situated organizations (Same NTEE sector (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$144,246 is reasonable (approximately the 83<sup>rd</sup> 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.