

New Creation Healing Center Inc

Executive Director / CEO

EIN 020503400

NH · NTEE E300

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Mary G Pearson, Executive Director / CEO** (\$68,871) against **every comparable organization** that fit the selection criteria — **53** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

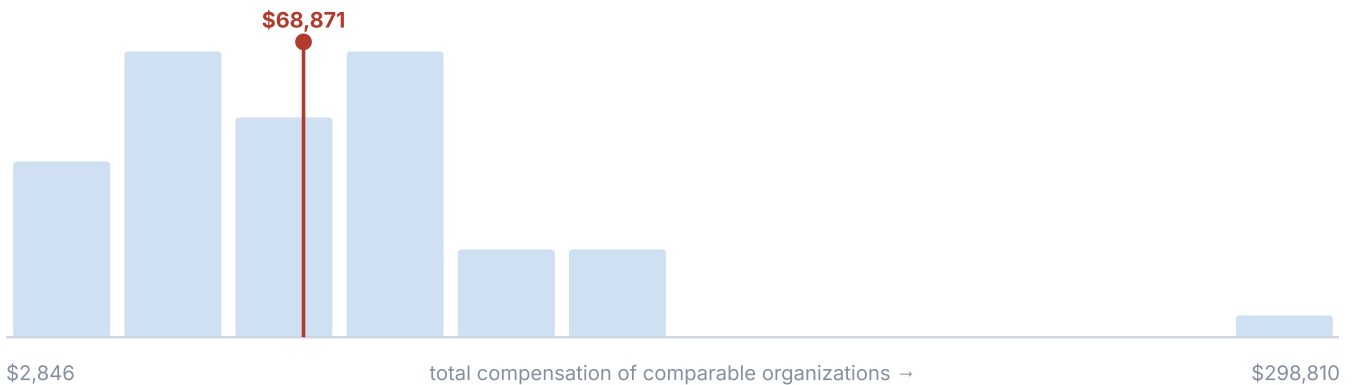
Benchmarked executive: Mary G Pearson — reported title “COO/SECRETAR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E300).
BUDGET	Total revenue between \$273,008 and \$611,214 — 0.67x to 1.50x the subject's \$407,476 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E30), nationwide + budget 0.67–1.5x revenue.

53 organizations qualified on sector, size, and geography → **53** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,782	\$43,657	\$64,068	\$90,259	\$120,114	\$68,871
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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 NH 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
Services Maximizing Independent Living	AZ	\$398,142	Interim Ex Dir	\$89,590	\$93,312	2024
Nizhoni Smiles Inc	NM	\$395,891	President	\$55,804	\$65,002	2024
Prasad Children's Dental Health Program	NY	\$422,273	Program Administrator	\$21,946	\$21,477	2024
Palmetto Community Health Care	SC	\$425,977	Executive Dir.	\$50,340	\$58,556	2023
Kansas City Medical Society Foundation	KS	\$427,998	Chief Executive Officer	\$107,110	\$129,021	2023
Life Connections Counseling Center Inc	FL	\$430,849	Executive Director	\$92,031	\$93,632	2024
Unseen Hand Medicine From Anti	ME	\$378,980	President	\$82,500	\$89,467	2024
Delta Dental Of New Jersey Foundation Inc	NJ	\$437,482	Vp/asst Treasurer - Trustee	\$99,357	\$96,072	2024
Partners In Exceptional Care	IA	\$375,334	Foundation Director	\$35,760	\$43,657	2023
Savie Health	CA	\$441,661	Executive Director	\$68,233	\$63,809	2024
Reach Medical Pllc	NY	\$371,970	President & Ceo	\$35,853	\$36,123	2023
Clinica Medical Nuestra Senora De	OR	\$444,135	Administrator	\$54,450	\$54,762	2024
Dungeness Valley Health & Wellness	WA	\$458,237	Executive Director	\$42,854	\$42,779	2023
Volunteers In Medicine - San Diego Inc	CA	\$349,566	Executive Director	\$80,750	\$75,515	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Barton Medical Foundation	CA	\$347,273	Chair/ceo	\$54,047	\$52,036	2023
Harvest Free Medical Clinic	SC	\$345,104	Chairman	\$70,000	\$79,088	2024
Laverna Terrace Housing Corporation	IL	\$469,999	President & Ceo, Ascension	\$25,705	\$28,177	2023
Hollywood Sunset Free Clinic	CA	\$477,033	Executive Director	\$66,477	\$64,004	2023
We Care Manatee Inc	FL	\$336,455	Executive Dir.	\$88,716	\$90,259	2024
Healing Shepherd Clinic	TX	\$333,405	President/ceo Of Ugm-tc	\$267,912	\$298,810	2023
Gillett Area Ambulance Service Inc	WI	\$485,246	President	\$14,410	\$16,780	2023
Choices Medical Clinic Inc	KS	\$324,372	Executive Director	\$52,500	\$63,240	2023
Ccmc Corporation	CT	\$322,320	Director - President/ceo	\$46,672	\$47,392	2024
Compassion Outreach Center Inc	OK	\$495,255	Medical Director	\$19,475	\$23,224	2024
Connecticut Foundation For Dental	CT	\$498,595	Executive Dir.	\$112,356	\$114,090	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH 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 NH 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 **53** organizations. Compensation range \$2,846–\$298,810; filing years 2023–2024.

SIZE BASIS Matched on total revenue (\$407,476); for reference, expenses \$433,622 and assets \$24,341.

ROLE MATCH	Mary G Pearson, reported title "COO/SECRETAR", 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	14 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	53 rd
Total compensation (D + F), as reported (no adjustments)	58 th
Reportable pay only (column D), adjusted	60 th
All sources (D + E + F), adjusted	32 nd

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 (Mary G Pearson) 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 53 similarly situated organizations (Same NTEE sector (E30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,871 is reasonable (approximately the 53rd 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.