

Beth Israel Deaconess Department Of

Executive Director / CEO

EIN 020671240
 MA · NTEE E05
 FY ending 2024-09-30
June 9, 2026

This analysis benchmarks the total compensation of **Kimball Md Mph Alexa B, Executive Director / CEO** (\$109,829) against **every comparable organization** that fit the selection criteria — **269** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90th** percentile of comparable organizations within the typical range

Benchmarked executive: Kimball Md Mph Alexa B — reported title “DIRECTOR (EX-OFFICIO) (HMFP CEO)”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E05).
BUDGET	Total revenue between \$69,557 and \$155,725 — 0.67x to 1.50x the subject's \$103,817 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

269 organizations qualified on sector, size, and geography → **269** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,515	\$18,956	\$38,173	\$66,269	\$108,766	\$109,829
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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 MA 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
Mt Hope Ems Inc	KS	\$103,327	Service Dire	\$1,200	\$1,485	2023
Nmc Services Inc	TN	\$102,968	Chief Wind-down Officer	\$12,638	\$14,783	2024
Lifeguard	CO	\$102,866	Executive Director	\$36,632	\$39,089	2024
Idaho Alliance Of Leaders In Nursinginc	ID	\$102,855	Executive Dir.	\$14,375	\$17,017	2024
Southeast Holdings Inc	AZ	\$105,000	Ceo	\$57,526	\$61,566	2024
Panhandle Breast Health	TX	\$105,376	Executive Di	\$57,792	\$64,332	2024
Power To Save A Life Inc	MN	\$105,552	President	\$46,252	\$50,858	2024
Chc Holdings Inc	MA	\$102,000	Chief Executive Officer	\$36,474	\$36,474	2024
Legacy Home And Respite Care Foundation Inc	WI	\$105,680	Executive Director	\$26,323	\$31,497	2023
Rushford Foundation Inc	CT	\$106,059	Director	\$64,726	\$67,535	2024
Shands Jacksonville Properties Inc	FL	\$101,539	Chairman / Ceo Of Sjmc	\$19,903	\$21,422	2023
Promedica Monroe Cardiology	OH	\$106,175	Trustee/ceo	\$14,012	\$16,515	2024
Upmc Northwest Auxillary	PA	\$101,445	Board Member	\$12,346	\$13,701	2024
Chime Education Foundation	MI	\$106,226	President & Ceo	\$94,461	\$108,500	2024
Pittsburgh Emergency Medicine Foundation	PA	\$101,342	Executive Director	\$26,208	\$29,943	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
International Federation Of Musculoskeletal Research Societies	DC	\$101,324	Ceo	\$105,767	\$103,285	2024
Beth Israel Deaconess Department Of	MA	\$100,841	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$109,829	2024
Doctors Hospital	OH	\$100,765	President/secretary	\$71,646	\$86,940	2023
John P Murray Community Care Clinic Inc	NC	\$107,048	Executive Director	\$159,302	\$183,172	2024
Mothers Hope Foundation	PA	\$100,048	Executive Dir.	\$7,525	\$8,351	2024
Orchard Hospital Foundation	CA	\$99,952	Hospital Ceo (Thru Aug 2024)	\$22,837	\$21,945	2024
Och Holdings	TX	\$107,867	Director & President	\$234,201	\$260,705	2024
Well-help Inc	OH	\$107,883	Office Coordinator	\$12,439	\$14,661	2024
Healthstar Network Inc	NY	\$107,918	Chair	\$621,943	\$625,411	2024
Brain Injury Association Of Illinois	IL	\$99,647	Executive Director	\$58,300	\$63,782	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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 **269** organizations. Compensation range \$497–\$1,867,771; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$103,817); for reference, expenses \$75,559 and assets \$4,352,060.

ROLE MATCH	Kimball Md Mph Alexa B, reported title " <i>DIRECTOR (EX-OFFICIO) (HMFP CEO)</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	115 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 peers 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	90 th
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	92 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 (Kimball Md Mph Alexa B) 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 269 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$109,829 is reasonable (approximately the 90th 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.