

# Beth Israel Deaconess Department Of

Executive Director / CEO

June 13, 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 — **259** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **90<sup>th</sup>** 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 (E99).
BUDGET	Total revenue between \$67,563 and \$151,261 — 0.67x to 1.50x the subject's \$100,841 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**259** organizations qualified on sector, size, and geography → **259** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,431	\$18,714	\$38,095	\$65,781	\$109,829	<b>\$109,829</b>
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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
<a href="#">Doctors Hospital</a>	OH	\$100,765	President/secretary	\$71,646	<b>\$86,940</b>	2023
<a href="#">International Federation Of Musculoskeletal Research Societies</a>	DC	\$101,324	Ceo	\$105,767	<b>\$103,285</b>	2024
<a href="#">Pittsburgh Emergency Medicine Foundation</a>	PA	\$101,342	Executive Director	\$26,208	<b>\$29,943</b>	2023
<a href="#">Upmc Northwest Auxillary</a>	PA	\$101,445	Board Member	\$12,346	<b>\$13,701</b>	2024
<a href="#">Shands Jacksonville Properties Inc</a>	FL	\$101,539	Chairman / Ceo Of Sjmc	\$19,903	<b>\$21,422</b>	2023
<a href="#">Mothers Hope Foundation</a>	PA	\$100,048	Executive Dir.	\$7,525	<b>\$8,351</b>	2024
<a href="#">Orchard Hospital Foundation</a>	CA	\$99,952	Hospital Ceo (Thru Aug 2024)	\$22,837	<b>\$21,945</b>	2024
<a href="#">Chc Holdings Inc</a>	MA	\$102,000	Chief Executive Officer	\$36,474	<b>\$36,474</b>	2024
<a href="#">Brain Injury Association Of Illinois</a>	IL	\$99,647	Executive Director	\$58,300	<b>\$63,782</b>	2024
<a href="#">Faith In Action Nfp</a>	IL	\$98,895	Executive Director	\$45,000	<b>\$49,232</b>	2024
<a href="#">Idaho Alliance Of Leaders In Nursinginc</a>	ID	\$102,855	Executive Dir.	\$14,375	<b>\$17,017</b>	2024
<a href="#">Lifeguard</a>	CO	\$102,866	Executive Director	\$36,632	<b>\$39,089</b>	2024
<a href="#">Nmc Services Inc</a>	TN	\$102,968	Chief Wind-down Officer	\$12,638	<b>\$14,783</b>	2024
<a href="#">Minnesota Alliance For Patient Safety</a>	MN	\$98,529	Executive Director	\$58,500	<b>\$64,326</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mt Hope Ems Inc</a>	KS	\$103,327	Service Dire	\$1,200	<b>\$1,485</b>	2023
<a href="#">Community Health Foundation Of Kay County Inc</a>	OK	\$98,196	Executive Director	\$37,533	<b>\$45,992</b>	2024
<a href="#">Family Health West Foundation</a>	CO	\$98,173	Lvha President/ceo	\$47,683	<b>\$50,881</b>	2024
<a href="#">Beth Israel Deaconess Department Of</a>	MA	\$103,817	Director (Ex-officio) (Hmfp Ceo)	\$109,829	<b>\$109,829</b>	2024
<a href="#">Be Healthy Inc</a>	FL	\$97,263	President	\$61,800	<b>\$64,606</b>	2024
<a href="#">Jcahpo Education And Research Foundation</a>	MN	\$96,793	Secretary/ceo	\$29,406	<b>\$32,335</b>	2024
<a href="#">Wheatland Emergency Medical Service</a>	IA	\$96,686	President	\$488	<b>\$579</b>	2025
<a href="#">Southeast Holdings Inc</a>	AZ	\$105,000	Ceo	\$57,526	<b>\$61,566</b>	2024
<a href="#">Panhandle Breast Health</a>	TX	\$105,376	Executive Di	\$57,792	<b>\$64,332</b>	2024
<a href="#">Power To Save A Life Inc</a>	MN	\$105,552	President	\$46,252	<b>\$50,858</b>	2024
<a href="#">Crippled Childrens Relief Association</a>	CA	\$96,049	Treasurer	\$6,000	<b>\$5,766</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT **259** organizations. Compensation range \$497–\$1,867,771; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$100,841); for reference, expenses \$160,492 and assets \$2,356,179. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
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	116 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 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (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 13, 2026, comparing compensation against 259 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 90<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 13, 2026.