

# Southcoast Health Ambassadors Inc

Executive Director / CEO

EIN 043583676

MA · NTEE E112

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Jennifer Szabo, Executive Director / CEO** (\$3,997) against **every comparable organization** that fit the selection criteria — **38** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Jennifer Szabo — reported title "TRUSTEE", 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 (E112).

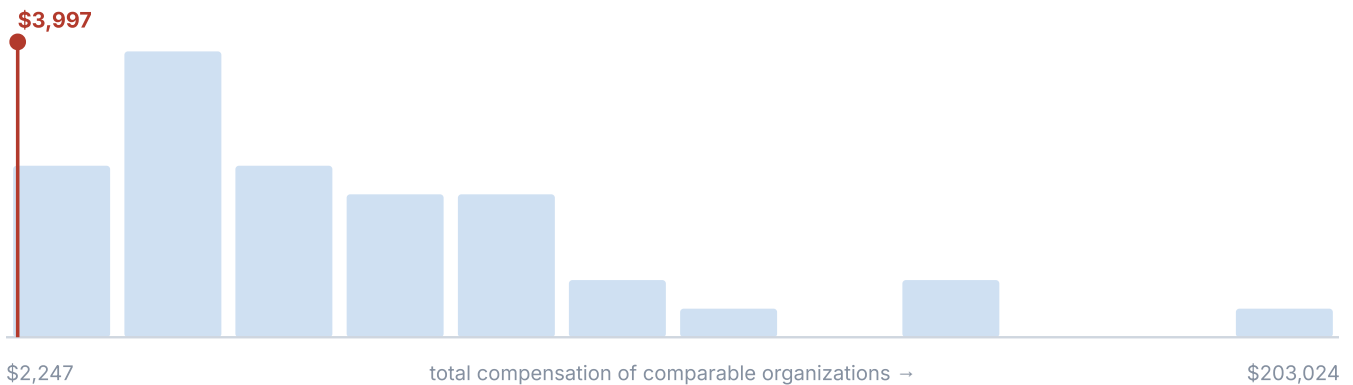
**BUDGET** Total revenue between \$63,974 and \$143,227 — 0.67x to 1.50x the subject's \$95,485 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

**38** organizations qualified on sector, size, and geography

→ **38** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,885

\$27,352

\$44,953

\$71,987

\$96,682

\$3,997



## ■ 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="#">Jcahpo Education And Research Foundation</a>	MN	\$96,793	Secretary/ceo	\$29,406	<b>\$32,335</b>	2024
<a href="#">Rivers Health Foundation</a>	WV	\$93,937	President & Ceo Mhn	\$168,499	<b>\$203,024</b>	2024
<a href="#">Schc Wbc Prop Corp</a>	CA	\$93,588	Chief Executive Officer	\$72,331	<b>\$71,557</b>	2023
<a href="#">Bayhealth Cancer Institute</a>	DE	\$89,939	Interim President	\$69,078	<b>\$75,269</b>	2024
<a href="#">Chc Holdings Inc</a>	MA	\$102,000	Chief Executive Officer	\$36,474	<b>\$36,474</b>	2024
<a href="#">Inclusivcare Community Investment Inc</a>	LA	\$87,750	Secretary	\$22,504	<b>\$27,576</b>	2024
<a href="#">Community Health And Wellness Holdings</a>	CT	\$86,171	President/ceo	\$4,587	<b>\$4,786</b>	2024
<a href="#">Hudson Headwaters Supporting Corp</a>	NY	\$108,166	Director	\$86,967	<b>\$87,452</b>	2024
<a href="#">Oakes Community Hospital</a>	ND	\$80,228	Executive Director	\$35,757	<b>\$44,957</b>	2023
<a href="#">Pbhmc Inc</a>	AZ	\$80,000	Vice President	\$25,487	<b>\$27,277</b>	2024
<a href="#">Deaconess Health Associations Fund Inc</a>	OH	\$111,568	Chief Executive Officer	\$7,123	<b>\$8,643</b>	2023
<a href="#">Tcc Support Corporation</a>	CA	\$78,000	Secretary	\$35,487	<b>\$34,100</b>	2024
<a href="#">Athol Memorial Hospital Nmtc Holdings</a>	MA	\$77,252	Former President/ceo	\$26,970	<b>\$26,970</b>	2024
<a href="#">Windom Area Hospital Foundation Inc</a>	MN	\$76,209	Business Development Director	\$43,444	<b>\$46,539</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Morgan Medical Center Foundation</a>	GA	\$72,687	Member/hospi	\$64,464	<b>\$72,130</b>	2024
<a href="#">Mclaren Oakland Foundation</a>	MI	\$118,421	Ceo - Part Year	\$132,618	<b>\$152,328</b>	2024
<a href="#">Salt Block Ministries</a>	TX	\$118,733	President	\$4,500	<b>\$5,009</b>	2024
<a href="#">Long Island Medical Foundation Inc</a>	NY	\$118,849	Executive Director	\$114,475	<b>\$115,113</b>	2024
<a href="#">Catherine Mcauley Health Services</a>	MI	\$119,698	President, Th Med Group Mi	\$123,387	<b>\$145,911</b>	2023
<a href="#">Whittier Street Health Center Realty</a>	MA	\$70,720	President/ceo	\$40,157	<b>\$41,343</b>	2023
<a href="#">Gritman Medical Center Foundation Inc</a>	ID	\$121,720	Secretary	\$1,844	<b>\$2,247</b>	2023
<a href="#">Nevada Donor Network Foundation</a>	NV	\$69,156	President/ceo, Nevada Dono	\$40,295	<b>\$44,948</b>	2024
<a href="#">Bigfork Valley Foundation</a>	MN	\$123,080	Executive Dir.	\$19,875	<b>\$22,500</b>	2023
<a href="#">Cherrybell Holdings Inc</a>	AZ	\$124,352	Ceo	\$50,792	<b>\$55,964</b>	2023
<a href="#">Shadyside Hospital Supporting Foundation</a>	PA	\$66,261	Senior Advisor (Until 06/24)	\$13,186	<b>\$14,256</b>	2025

**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 38 organizations. Compensation range \$2,247–\$203,024; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$95,485); for reference, expenses \$235,792 and assets \$390,432. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Jennifer Szabo, reported title " <i>TRUSTEE</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	3 <sup>rd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	8 <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 (Jennifer Szabo) 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 38 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$3,997 is reasonable (approximately the 3<sup>rd</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 10, 2026.