

Hebrew Health Care Inc

Executive Director / CEO

EIN 043750515
 CT · NTEE E022
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Denise Peterson, Executive Director / CEO** (\$333,977) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

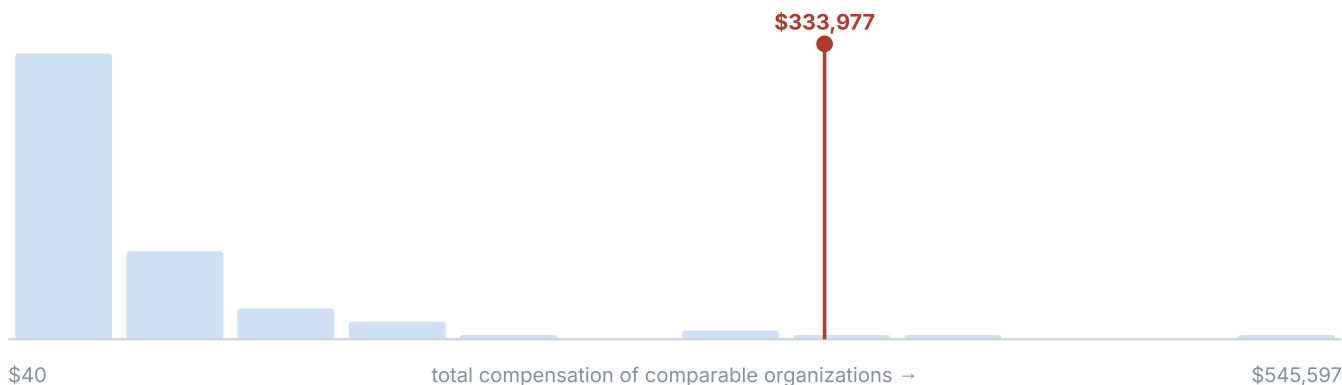
Benchmarked executive: Denise Peterson — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E022).
BUDGET	Total revenue between \$28,944 and \$64,800 — 0.67x to 1.50x the subject's \$43,200 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

102 organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,269	\$17,175	\$32,704	\$57,625	\$133,736	\$333,977
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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 CT 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
Ibew 1393 Charity Foundation Inc	IN	\$43,219	Director	\$60,882	\$68,476	2024
Missionwellness Foundation Inc	GA	\$43,096	Officer	\$11,310	\$12,487	2023
Tomah Health Community Foundation Inc	WI	\$43,748	Director Of Public Relations	\$166,970	\$185,981	2024
Ahp Foundation	VA	\$43,849	President/ceo	\$46,042	\$48,814	2023
National Institute For African American Health	OH	\$42,354	Executive Director	\$20,354	\$23,671	2023
Pediatric And Family Medical Foundation	CA	\$44,188	President/ceo	\$22,813	\$21,631	2023
Professional Emergency Services Inc	WI	\$44,228	Pres/treas	\$7,500	\$8,354	2024
Bert Fish Medical Center Auxiliary Inc	FL	\$42,124	Director/president	\$40	\$40	2024
Children's Hemiplegia And	TX	\$41,862	Executive Di	\$30,000	\$32,006	2024
Illinois Hospital Research & Educational	IL	\$44,613	Chairman/president	\$268,550	\$281,584	2024
Hospice Of Morrow County Inc	OH	\$41,550	Administrator	\$8,400	\$9,489	2024
Comprehensive Medical Mentoring Program	LA	\$41,470	President	\$53,373	\$62,682	2024
Harrisburg Medical Center Foundation	IL	\$41,100	President/ceo	\$128,446	\$134,680	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Swannanoa Valley Medical Centerinc	NC	\$45,652	Secretary	\$1,800	\$1,984	2024
Jewish Home Of Greater Harrisburg	PA	\$46,015	Ceo	\$498,260	\$545,597	2023
Community Nursing Association Of	MA	\$40,131	Treasurer And Director	\$682	\$654	2024
Tri-county Health Clinic	VA	\$46,405	Executive Director	\$52,000	\$53,549	2024
Strategic Professional Solutions Inc	KS	\$39,887	Executive Director Retired	\$17,676	\$20,367	2024
Silver Otter Strategies Inc	MA	\$47,039	Treasurer (Until 1/2023)	\$26,961	\$26,603	2023
Four Rivers Charitable Foundation	KY	\$47,075	Vice President	\$56,355	\$66,483	2023
Mass Hospital Research & Educational	MA	\$38,866	President & Ceo	\$161,132	\$154,431	2024
Fort Hudson Foundation Corp	NY	\$38,621	Ceo	\$107,908	\$103,997	2024
International Medical Response Foundation	NY	\$48,056	Executive Director	\$10,000	\$9,922	2023
Pathcheck Foundation	MA	\$38,200	President	\$33,750	\$32,346	2024
Schuyler Memorial Hospital Foundation	NE	\$48,363	President & Ceo Chi Health	\$29,391	\$34,711	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 CT 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	102 organizations. Compensation range \$40–\$545,597; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$43,200); for reference, expenses \$713,976 and assets \$1,133,890. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Denise Peterson, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	62 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	58 th

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 (Denise Peterson) 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 102 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$333,977 is reasonable (approximately the 97th 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.