

Cedar Hill Cemetery Foundation Inc

Executive Director / CEO

EIN 061514065

CT · NTEE T99

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Hawthorne Mary Anne, Executive Director / CEO** (\$39,643) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **41st** percentile of comparable organizations

within the typical range

Benchmarked executive: Hawthorne Mary Anne — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (T99).

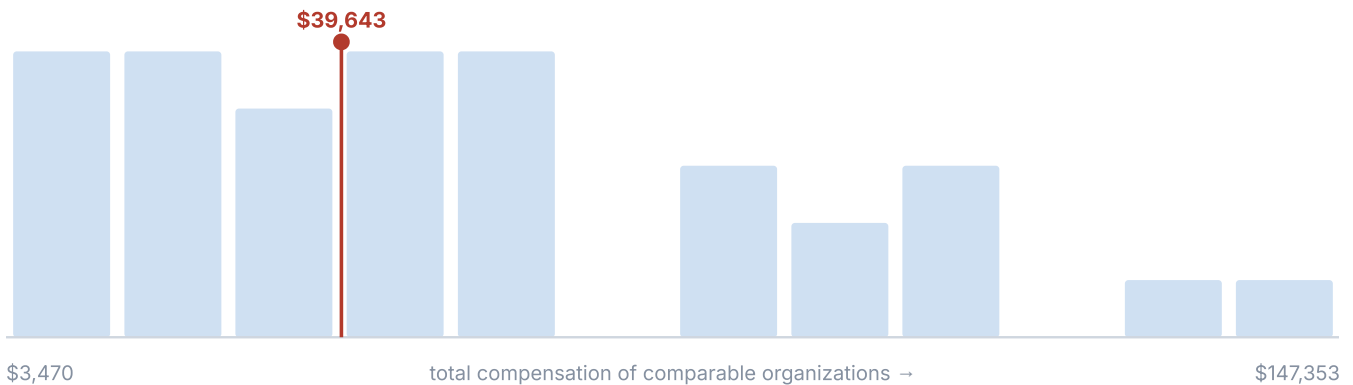
BUDGET Total revenue between \$175,324 and \$392,517 — 0.67x to 1.50x the subject's \$261,678 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T99), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography

→ **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,954

\$25,065

\$45,273

\$79,316

\$103,489

\$39,643



■ 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
Tma Properties Foundation Inc	FL	\$261,549	President	\$9,129	\$8,911	2025
Kelly Cares Foundation	IN	\$260,576	Director Of Finance/treasurer	\$93,414	\$105,065	2024
Philanthropy West Virginia Inc	WV	\$266,148	Pres. & Ceo (Ex-officio)	\$46,738	\$53,973	2024
Wings Educational Foundation	MO	\$267,115	Secretary	\$4,420	\$4,864	2025
Evanstonskokie District 65 Educational	IL	\$267,731	Executive Director	\$95,191	\$99,811	2024
Rebuilding Together- Anne Arundel	MD	\$253,648	Executive Director	\$43,077	\$42,953	2024
Maeday Rescue Inc	CA	\$248,382	President	\$54,184	\$49,901	2024
Erasmus Neighborhood Federation Inc	NY	\$241,786	Executive Director	\$57,512	\$53,999	2025
Liv Like A Unicorn	NJ	\$238,307	President & Ceo	\$24,000	\$23,529	2023
Replanted Ministry	TX	\$236,771	Executive Director	\$40,000	\$42,675	2024
Operation True North	TX	\$231,825	Executive Dir.	\$51,637	\$55,090	2024
Hamilton Education Foundation Inc	WI	\$294,433	Co-executive Director	\$4,333	\$4,969	2023
St Ann's Of Greater Rochester Inc	NY	\$224,599	President/ceo	\$78,615	\$75,766	2024
American Friends Of Action	PA	\$300,229	Program Dire	\$75,686	\$80,499	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Abbas House	WY	\$223,095	Ceo	\$36,717	\$41,933	2024
Responsibility	CA	\$222,654	Executive Dir.	\$160,000	\$147,353	2024
All For Him Ministry Inc	TN	\$304,184	President	\$22,471	\$25,936	2023
Engineers Charitable Trust	NY	\$304,582	Executive Director	\$94,257	\$90,841	2024
Opportunity Living Foundation	IA	\$216,595	Chief Executive Officer	\$10,609	\$12,389	2024
Friends Of Michlalah Yerushalayim Inc	NY	\$311,382	President	\$3,600	\$3,470	2024
Mercy Health Care Foundation	IA	\$210,723	President & Ceo Chi Health	\$29,391	\$35,336	2023
Finao	WI	\$314,091	President	\$14,400	\$16,513	2023
Penn-harris Madison Educational	IN	\$206,063	Executive Director	\$48,431	\$56,081	2023
Oak Harbor Educational Foundation	WA	\$201,511	Executive Director	\$40,013	\$39,336	2023
Futerman Supporting Foundation Inc	NY	\$198,507	Secretary	\$30,887	\$29,767	2024

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 **34** organizations. Compensation range \$3,470–\$147,353; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$261,678); for reference, expenses \$189,370 and assets \$2,104,276.
ROLE MATCH	Hawthorne Mary Anne, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	41 st
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	76 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 (Hawthorne Mary Anne) 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 34 similarly situated organizations (Same NTEE sector (T99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,643 is reasonable (approximately the 41st 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.