

Homecare & Hospice Foundation Inc

Executive Director / CEO

EIN 161663989

NY · NTEE E11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Sullivan, Executive Director / CEO** (\$22,269) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

Benchmarked executive: Melissa Sullivan — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E11).

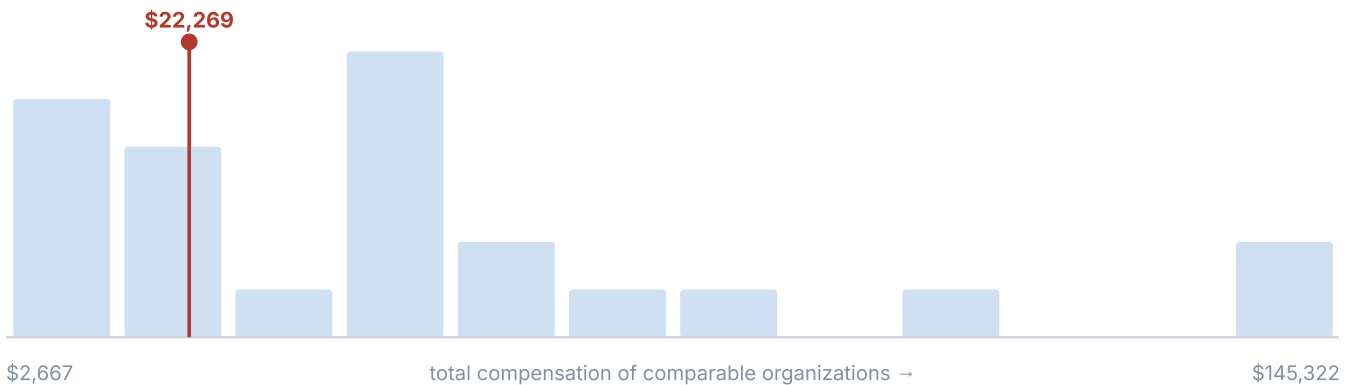
BUDGET Total revenue between \$36,606 and \$81,954 — 0.67x to 1.50x the subject's \$54,636 (the band tightens as size grows).

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

23 organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,245	\$20,005	\$40,075	\$57,263	\$101,418	\$22,269
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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 NY 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
Faulkton Area Medical Center Foundation	SD	\$54,589	Foundation Coordinator	\$2,249	\$2,667	2024
Beth Israel Deaconess Department Of	MA	\$52,224	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$106,086	2024
Columbus County Hospital Foundation Inc	NC	\$57,088	Ceo	\$51,560	\$57,266	2024
Mclaren Hospice And Home Care Foundation	MI	\$52,124	Mhmg Ceo & President	\$51,610	\$57,260	2024
Pioneer Memorial Foundation	SD	\$51,683	Cfo-pioneer Mem'l Hospital	\$16,468	\$19,537	2024
Jchc Real Estate Inc	NE	\$51,610	Ceo (Thru 08/24)	\$34,663	\$40,075	2024
Weinstein Hospice Foundation Inc	GA	\$50,932	Ceo And President	\$18,398	\$20,472	2023
Bon Secours Community Hospital Foundation	NY	\$59,079	Ceo - Bschs	\$85,192	\$82,748	2024
Hancock County Health System Foundation	IA	\$59,425	Foundation Director	\$4,615	\$5,432	2024
Dallas County Indigent Care	TX	\$59,611	Chair/president	\$131,276	\$145,322	2023
Young And Brave Inc	CA	\$60,195	Executive Director	\$7,395	\$6,864	2024
Ahp Foundation	VA	\$43,849	President/ceo	\$46,042	\$49,197	2023
Shadyside Hospital Supporting Foundation	PA	\$66,261	Senior Advisor (Until 06/24)	\$13,186	\$13,771	2025
Harrisburg Medical Center Foundation	IL	\$41,100	President/ceo	\$128,446	\$135,736	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nevada Donor Network Foundation	NV	\$69,156	President/ceo, Nevada Dono	\$40,295	\$43,416	2024
Whittier Street Health Center Realty	MA	\$70,720	President/ceo	\$40,157	\$39,934	2023
Jc Blair Memorial Hospital Foundation	PA	\$37,830	President	\$13,159	\$14,522	2023
Morgan Medical Center Foundation	GA	\$72,687	Member/hospi	\$64,464	\$69,673	2024
Windom Area Hospital Foundation Inc	MN	\$76,209	Business Development Director	\$43,444	\$44,954	2025
Athol Memorial Hospital Nmtc Holdings	MA	\$77,252	Former President/ceo	\$26,970	\$26,051	2024
Tcc Support Corporation	CA	\$78,000	Secretary	\$35,487	\$32,938	2024
Pbhmc Inc	AZ	\$80,000	Vice President	\$25,487	\$26,348	2024
Oakes Community Hospital	ND	\$80,228	Executive Director	\$35,757	\$43,425	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY cost of living and 2023 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 NY 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 23 organizations. Compensation range \$2,667–\$145,322; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$54,636); for reference, expenses \$47,887 and assets \$717,555.

ROLE MATCH Melissa Sullivan, reported title "*CHIEF EXECUTIVE OFFICER*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	22 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	30 th
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	17 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 (Melissa Sullivan) 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 23 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,269 is reasonable (approximately the 30th 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.