

The Connecticut Orthopaedic Society

Executive Director / CEO

EIN 200213167
 CT · NTEE G035
 FY ending 2023-12-31
 June 13, 2026

This analysis benchmarks the total compensation of **Susan Schaffman, Executive Director / CEO** (\$65,654) against **every comparable organization** that fit the selection criteria — **204** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

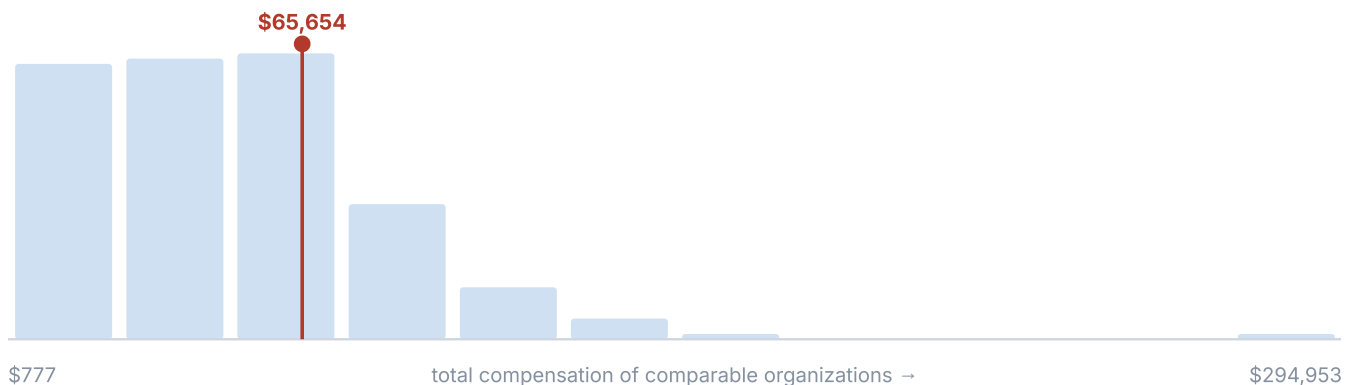
Benchmarked executive: Susan Schaffman — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G035).
BUDGET	Total revenue between \$117,785 and \$263,698 — 0.67x to 1.50x the subject's \$175,799 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

204 organizations qualified on sector, size, and geography → **204** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,766	\$24,016	\$48,035	\$70,841	\$91,341	\$65,654
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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
Friendship Circle Of Va	VA	\$176,021	Executive Dir.	\$30,600	\$31,512	2023
Hope In Pain Inc	CA	\$175,432	President	\$12,025	\$11,075	2023
412 Thrive	PA	\$175,282	Executive Dir.	\$14,000	\$14,890	2023
One Step Closer Therapeutic	CA	\$174,828	Vp/secretary	\$53,000	\$47,410	2024
East Tennessee Kidney Foundation Inc	TN	\$174,597	Executive Director	\$73,181	\$77,634	2025
Marthas Ranch Foundation	TX	\$174,460	Executive Dir.	\$25,038	\$26,712	2023
Move For Jenn Foundation	NC	\$173,487	Executive Di	\$59,422	\$63,605	2024
Manes & Miracles At Chaffee Crossing	AR	\$178,339	Executive Director	\$17,000	\$19,795	2024
Fibrofighters Foundation Inc	CA	\$173,219	Medical Director	\$146,900	\$131,407	2024
Logan County Cancer Society Inc	OH	\$172,885	President	\$111,927	\$126,436	2023
Austin Black Physicians	TX	\$172,557	Executive Director	\$27,500	\$28,497	2024
Hearts Everywhere Reaching Out For	GA	\$172,552	Secretary & Executive Dire	\$70,000	\$72,914	2024
Wetherald Behavioral Academy Inc	GA	\$172,453	Board Member	\$26,372	\$27,469	2024
Chestor House Inc	CO	\$179,566	President	\$1,875	\$1,862	2024
Maine Society Of Eye	ME	\$171,786	Mseps Exec.	\$2,500	\$2,593	2024
Pop Earth Corporation	NY	\$179,952	Executive Di	\$60,000	\$56,167	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kidney Foundation Of Central Pa	PA	\$180,385	Execuitive Director	\$68,900	\$73,281	2023
Ovarian Cancer Project Inc	NY	\$180,466	Executive Dir.	\$54,916	\$51,407	2024
Autism Society Of America Foundation	MD	\$181,121	President And Ceo	\$52,831	\$51,167	2024
Candor Nc	NC	\$182,134	Executive Director	\$19,250	\$21,214	2023
The Chip Miller Charitable Foundation	PA	\$182,848	Board Member	\$8,714	\$9,002	2024
Texas Podiatric Medical Foundation	TX	\$183,446	Executive Director	\$21,600	\$22,383	2024
Testicular Cancer Society	OH	\$168,040	President/director	\$100,000	\$109,722	2024
Smith-kingsmore Syndrome Foundation	OH	\$168,029	Executive Director	\$22,500	\$24,051	2025
Epilepsy Foundation Of Southeast Tenness	TN	\$167,806	Executive Director	\$63,373	\$67,229	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CT 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 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	204 organizations. Compensation range \$777–\$294,953; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$175,799); for reference, expenses \$171,780 and assets \$399,266.
ROLE MATCH	Susan Schaffman, reported title <i>"EXECUTIVE DI"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 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	68 th
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	73 rd
All sources (D + E + F), adjusted	65 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 (Susan Schaffman) 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 204 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,654 is reasonable (approximately the 68th 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 13, 2026.