

# Save The Cord Foundation

Executive Director / CEO

EIN 205953361

AZ · NTEE E99

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Charis Ober, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **177** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **11<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Charis Ober — reported title "DIRECTOR/CO-PRESIDENT", 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 (E99).  |
| BUDGET    | Total revenue between \$47,573 and \$106,507 — 0.67x to 1.50x the subject's \$71,005 (the band tightens as size grows). |
| GEOGRAPHY | Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.   |

**177** organizations qualified on sector, size, and geography → **177** within the band form the benchmarked peer set.

## Distribution of comparable compensation



|         |          |          |          |           |         |
|---------|----------|----------|----------|-----------|---------|
| \$5,702 | \$16,005 | \$34,811 | \$57,048 | \$102,622 | \$6,000 |
|---------|----------|----------|----------|-----------|---------|



## ■ 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 AZ 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="#">Whittier Street Health Center Realty</a>         | MA    | \$70,720 | President/ceo              | \$40,157        | <b>\$38,630</b>    | 2023 |
| <a href="#">Cheyenne County Hospital &amp; Health Center</a> | NE    | \$70,574 | Member                     | \$50,829        | <b>\$58,524</b>    | 2023 |
| <a href="#">Roosevelt Memorial Healthcare</a>                | MT    | \$71,784 | Ceo                        | \$8,230         | <b>\$9,225</b>     | 2024 |
| <a href="#">The Medical Foundation Of Wake Forest</a>        | NC    | \$71,862 | Trustee & Treasurer        | \$1,577,771     | <b>\$1,745,209</b> | 2023 |
| <a href="#">North Miami Beach Medical Center In</a>          | FL    | \$71,916 | Ceo                        | \$34,615        | <b>\$34,811</b>    | 2023 |
| <a href="#">Lapaau Community Acupuncture</a>                 | HI    | \$69,928 | President, Clinic Director | \$20,963        | <b>\$22,590</b>    | 2021 |
| <a href="#">Foundation For Design &amp; Analysis Of</a>      | NY    | \$69,783 | Exec Director (Current)    | \$4,850         | <b>\$4,557</b>     | 2024 |
| <a href="#">Morgan Medical Center Foundation</a>             | GA    | \$72,687 | Member/hospi               | \$64,464        | <b>\$67,397</b>    | 2024 |
| <a href="#">Topsfield-boxford Community Club</a>             | MA    | \$72,838 | Shop Co-manager            | \$8,566         | <b>\$7,797</b>     | 2025 |
| <a href="#">Nevada Donor Network Foundation</a>              | NV    | \$69,156 | President/ceo, Nevada Dono | \$40,295        | <b>\$41,998</b>    | 2024 |
| <a href="#">Good Samaritan Nursing Center Inc</a>            | MD    | \$73,000 | President/director         | \$57,000        | <b>\$57,048</b>    | 2023 |
| <a href="#">Life Choices Maternity</a>                       | IN    | \$68,970 | Executive Di               | \$100,942       | <b>\$113,956</b>   | 2023 |
| <a href="#">Gordon Tubbs Residential Facility Inc</a>        | AR    | \$73,087 | Executive Director         | \$21,642        | <b>\$26,042</b>    | 2023 |

| ORGANIZATION  | STATE | REVENUE  | MATCHED TITLE      | COMP (REPORTED) | COMP (ADJUSTED)  | FY   |
|---|-------|----------|--------------------|-----------------|------------------|------|
| <a href="#">Hospital Central Services Inc</a>       | PA    | \$73,282 | President          | \$42,813        | <b>\$44,394</b>  | 2024 |
| <a href="#">Multicultural Health Foundation</a>     | CA    | \$73,550 | Executive Director | \$108,278       | <b>\$97,219</b>  | 2024 |
| <a href="#">Stillwater Medical Group</a>            | MN    | \$68,305 | President          | \$144,394       | <b>\$148,356</b> | 2024 |
| <a href="#">Abiding Hearts Home Care Inc</a>        | AL    | \$68,303 | Executive Director | \$32,200        | <b>\$36,171</b>  | 2024 |
| <a href="#">Pierce County Dental Foundation</a>     | WA    | \$68,118 | Executive Director | \$4,246         | <b>\$3,953</b>   | 2024 |
| <a href="#">The Journey Collective Incorporated</a> | NC    | \$74,099 | President          | \$8,200         | <b>\$8,810</b>   | 2024 |
| <a href="#">Cottage Grove Community Hospital</a>    | OR    | \$67,782 | Director           | \$50,134        | <b>\$49,840</b>  | 2023 |
| <a href="#">Global Midwife Education Foundation</a> | MT    | \$74,467 | Executive Di       | \$10,000        | <b>\$11,539</b>  | 2023 |
| <a href="#">Jessie Trice Collaborative Inc</a>      | FL    | \$75,000 | President & Ceo    | \$10,812        | <b>\$10,289</b>  | 2025 |
| <a href="#">Wholistic Midwifery School Of So Ca</a> | CA    | \$75,369 | President          | \$17,825        | <b>\$16,005</b>  | 2024 |
| <a href="#">The Pages Of Our Communities</a>        | MN    | \$75,397 | President          | \$39,084        | <b>\$40,156</b>  | 2024 |
| <a href="#">The Lily Project Inc</a>                | IL    | \$66,600 | Vice Preside       | \$7,800         | <b>\$7,974</b>   | 2024 |

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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      | 177 organizations. Compensation range \$96–\$1,745,209; filing years 2021–2025.  |
| SIZE BASIS      | Matched on total revenue (\$71,005); for reference, expenses \$62,381 and assets \$13,537.   |
| ROLE MATCH      | Charis Ober, reported title "DIRECTOR/CO-PRESIDENT", 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 | 102 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.  |
| OUTLIERS        | 13 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 | 11 <sup>th</sup>   |
| Total compensation (D + F), as reported (no adjustments)                                | 10 <sup>th</sup>   |
| Reportable pay only (column D), adjusted  | 64 <sup>th</sup>   |
| All sources (D + E + F), adjusted   | 7 <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 (Charis Ober) 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 177 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 11<sup>th</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 9, 2026.