

Community Howard Regional

Executive Director / CEO

EIN 237309596

IN · NTEE E22I

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rhonda Eastman, Executive Director / CEO** (\$41,880) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46th** percentile of comparable organizations within the typical range

Benchmarked executive: Rhonda Eastman — reported title “FOUNDATION DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E22I).
BUDGET	Total revenue between \$187,019 and \$418,699 — 0.67x to 1.50x the subject's \$279,133 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E22), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,163	\$26,002	\$48,165	\$95,105	\$125,713	\$41,880
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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 IN 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
Gesundheit Institute	IL	\$281,238	Executive Director	\$64,500	\$62,595	2022
Educational Foundation Of The Texas Hotel & Lodging Asso	TX	\$276,183	Executive Director	\$118,444	\$109,128	2024
Grand Itasca Foundation	MN	\$272,620	Foundation Director	\$41,339	\$37,623	2024
Mercy Health Foundation Fort Scott	KS	\$288,960	President	\$84,648	\$86,717	2023
The Medical Center Auxiliary Inc	GA	\$290,180	Director	\$155,492	\$144,003	2024
Healthalliance Foundation Inc	NY	\$263,181	Ceo (Effective July 2023) Ex Officio	\$80,777	\$69,216	2023
Cmc Missoula Inc	MT	\$262,282	Board Chair	\$5,000	\$4,965	2024
Kimball Hospital Foundation	NE	\$298,679	Executive Director	\$5,709	\$5,655	2024
Indiana Healthcare Properties	PA	\$257,120	President/ceo & Chairman	\$42,593	\$40,278	2023
Island Health & Wellness Foundation	ME	\$255,940	Executive Di	\$33,121	\$31,450	2023
Carrie Tingley Hospital Foundation	NM	\$304,234	Executive Di	\$116,064	\$114,979	2024
Herkimer County Health Network Inc	NY	\$318,618	Executive Director	\$89,565	\$74,544	2024
Greene Foundation	OH	\$321,533	Ceo	\$190,042	\$185,394	2024
Auxiliary Of Monongalia General Hospital	WV	\$232,855	Pres/ceo, Mon Health Systems	\$36,373	\$37,345	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ventura County Medical Resource	CA	\$327,846	Ceo	\$144,088	\$114,598	2024
Scott & White Foundation Brenham	TX	\$330,072	President/ceo	\$19,113	\$18,130	2023
Massena Hospital Foundation Inc	NY	\$333,126	Executive Director	\$66,376	\$55,245	2024
Medical And Dental Staff Of Holy Cross	MD	\$219,857	President	\$50,000	\$43,056	2024
Burgess Foundation	IA	\$219,525	President/ceo - Bhc Thru 6/2023	\$21,165	\$21,975	2023
Upmc Pinnacle Lancaster	PA	\$216,898	President & Coo	\$124,650	\$117,874	2023
Health Development Corporation	IN	\$215,119	President	\$27,580	\$26,789	2024
Scheurer Hospital Foundation	MI	\$356,268	Md/ceo Sh	\$19,625	\$18,177	2025
Sarah Bush Lincoln Health	IL	\$198,253	Dir Voluntee	\$24,638	\$22,310	2024
Ssm Audrain Health Care Inc	MO	\$362,355	Director, President/ceo Of Ssm Health	\$3,002,313	\$3,015,395	2023
Greater New York Hospital Foundation	NY	\$367,591	President	\$105,535	\$90,431	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	28 organizations. Compensation range \$4,965–\$3,015,395; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$279,133); for reference, expenses \$264,430 and assets \$4,768,185.
ROLE MATCH	Rhonda Eastman, reported title " <i>FOUNDATION DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	19 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	46 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	39 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 (Rhonda Eastman) 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 28 similarly situated organizations (Same NTEE sector (E22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,880 is reasonable (approximately the 46th 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.