

Silver Cross Healthy Community

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Ruth Colby, Executive Director / CEO** (\$64,361) against **every comparable organization** that fit the selection criteria — **60** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73rd** percentile of comparable organizations within the typical range

Benchmarked executive: Ruth Colby — reported title “Director (until 10/16/23)”, 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 (E11).
BUDGET	Total revenue between \$133,507 and \$298,897 — 0.67x to 1.50x the subject's \$199,265 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

60 organizations qualified on sector, size, and geography → **60** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,719	\$30,447	\$49,500	\$66,808	\$130,544	\$64,361
----------	----------	----------	----------	-----------	----------



● 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 IL 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
Linton Hospital Foundation	ND	\$199,749	Ceo	\$26,926	\$30,944	2023
Ifh Foundation	NY	\$198,527	President	\$37,631	\$34,588	2024
Eaton Community Health	MI	\$196,372	Executive Director	\$109,990	\$115,478	2024
The Indian Health Care Resource Center	OK	\$202,679	Trustee	\$26,405	\$30,448	2023
Southcoast Ventures Inc	MA	\$203,248	President & Ceo (Until 1/2024)	\$310,296	\$283,625	2024
Helen Keller Hospital Foundation Inc	AL	\$204,941	Foundation Director	\$371	\$408	2024
Ely Health And Hospital Fund	MN	\$209,709	Ceo	\$43,202	\$43,422	2024
Chas Health Foundation	WA	\$188,796	Ceo Of The Corporate Member	\$51,463	\$46,866	2024
Wayne Memorial Hospital Foundation	NC	\$212,170	Executive Director	\$18,445	\$19,959	2023
Fhcsd Community Services Inc	CA	\$215,246	Secretary	\$83,430	\$75,443	2023
Peace Harbor Hospital Foundation	OR	\$219,947	Director, Cao Peaceharbor Hospital	\$52,307	\$50,869	2023
The Bicol Clinic Foundation Inc	FL	\$220,536	Executive Director	\$15,600	\$14,907	2024
Cherokee Indian Hospital Foundation	NC	\$177,872	Member	\$20,455	\$21,498	2024
Southwest Health	AZ	\$176,671	Director, President	\$358,680	\$350,875	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inner Compass Initiative Inc	MA	\$227,000	Director	\$70,000	\$63,983	2024
St Luke Hospital Foundation	KS	\$171,388	Exec Dir - T	\$328	\$360	2024
Fhcsd Growth Fund Inc	CA	\$227,456	Secretary	\$83,430	\$75,443	2023
Morris Hospital Auxiliary	IL	\$228,550	President/ceo	\$54,801	\$54,801	2024
Aaf Community Health Foundation	TX	\$169,890	President & Ceo	\$47,205	\$49,449	2023
Consolata Healthcare Foundation	TX	\$168,088	Executive Dir.	\$17,500	\$18,332	2023
Tough Kookie Foundation	TX	\$231,547	President	\$43,742	\$44,507	2024
Bradford Hospital Foundation	PA	\$232,669	Executive Director	\$108,718	\$113,536	2023
Comprehensive Psychiatric Care	SC	\$232,878	Executive Director Muha	\$55,628	\$60,774	2023
Community Health Network Of Connecticut	CT	\$233,270	President & Ceo	\$16,576	\$15,809	2024
Imh Qalich	WY	\$235,358	President	\$46,248	\$50,374	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **60** organizations. Compensation range \$360–\$350,875; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$199,265); for reference, expenses \$199,265 and assets \$0.
ROLE MATCH	Ruth Colby, reported title " <i>Director (until 10/16/23)</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	73 rd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	93 rd

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 (Ruth Colby) 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 60 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,361 is reasonable (approximately the 73rd 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.