

Indianapolis Coalition For Patient

Executive Director / CEO

EIN 270962095

IN · NTEE E11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **James Fuller Pharmd, Executive Director / CEO** (\$198,538) against **every comparable organization** that fit the selection criteria — **86** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: James Fuller Pharmd — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

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

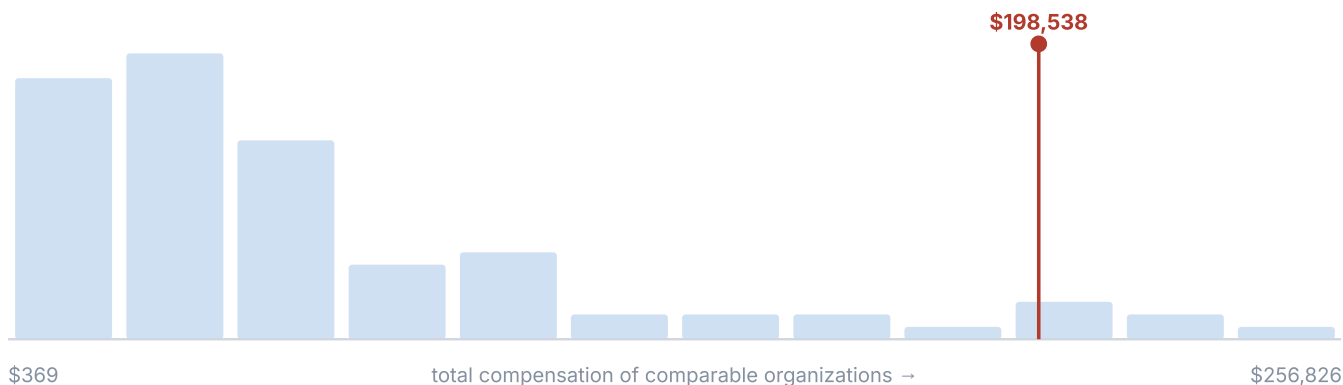
BUDGET Total revenue between \$195,113 and \$436,821 — 0.67x to 1.50x the subject's \$291,214 (the band tightens as size grows).

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

86 organizations qualified on sector, size, and geography

→ **86** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,419

\$22,170

\$42,853

\$74,818

\$145,366

\$198,538



● 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
Aonl Foundation For Nursing Leadership Research And Education	DC	\$292,913	Director	\$168,180	\$139,948	2023
Lifebridge Center For Hope Inc	MD	\$293,002	President	\$264,896	\$234,840	2023
Life Connection Of Ohio Foundation Llc	OH	\$285,600	President	\$60,385	\$58,909	2024
Chelsea Jewish Charitable	MA	\$300,924	President And Ceo	\$21,326	\$18,172	2023
Susan B Allen Memorial Hospital	KS	\$280,555	Chief Executive Officer	\$20,467	\$20,366	2024
Mercy Health Foundation Washington	MO	\$304,317	Community President	\$92,936	\$93,341	2023
Ohio Osteopathic Foundation	OH	\$305,001	President (Thru 5/19/2023)	\$8,678	\$8,466	2024
Greater Burlington Ymca Foundation Inc	VT	\$305,141	Interim President (2/24 - 11/24)	\$3,933	\$3,646	2024
Hlth Impact Foundation	NY	\$308,874	Executive Director	\$234,404	\$195,093	2024
Sschc Real Estate Inc	WI	\$271,568	Chairperson	\$39,315	\$37,818	2024
West Jefferson Hospital Foundation	LA	\$313,374	President	\$10,710	\$10,862	2024
Community General Hospital	NC	\$267,117	Exec Director	\$45,792	\$44,867	2023
Brodstone Memorial Hospital Foundation	NE	\$316,247	Ceo/director	\$75,255	\$74,551	2024
Delaware Valley Community Support	PA	\$263,338	President And Ceo	\$49,975	\$45,902	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pueblo Primary Care Qalicb	CO	\$258,881	President	\$31,214	\$27,567	2024
Edgemont Campus	OH	\$323,842	Ceo	\$22,113	\$22,209	2023
Mission Of Mercy Arizona Health	AZ	\$258,305	Treasurer	\$21,924	\$19,420	2024
Bethesda Physician Associates	TX	\$258,062	Physician	\$129,003	\$115,793	2025
Rural Health Leadership And	MO	\$257,155	Board Member	\$40,883	\$39,883	2024
Bluestem Communities Inc	KS	\$256,869	President/ceo	\$27,867	\$28,548	2023
The Foundation Of Neosho Memorial	KS	\$329,723	Foundation Director	\$20,334	\$20,234	2024
Effingham Health System Foundation	GA	\$330,713	Ex. Director	\$21,568	\$20,564	2023
Ellenville Regional Hospital Foundation	NY	\$333,260	Finance Director	\$48,130	\$40,058	2024
Pchd Foundation Incorporated	ID	\$333,493	Executive Di	\$5,867	\$5,749	2024
Zufall Health Foundation Inc	NJ	\$334,603	Trustee - President/ceo Zhc	\$43,512	\$35,783	2024

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 86 organizations. Compensation range \$369–\$256,826; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$291,214); for reference, expenses \$298,708 and assets \$823,011.

ROLE MATCH	James Fuller Pharmd, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	68 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	97 th
Total compensation (D + F), as reported (no adjustments)	93 rd
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	37 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 (James Fuller Pharmd) 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 86 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$198,538 is reasonable (approximately the 97th 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.