

# The Fund To Promote Awareness Of

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Sherry Keramidas, Executive Director / CEO** (\$9,310) against **every comparable organization** that fit the selection criteria — **217** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Sherry Keramidas — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E12).
BUDGET	Total revenue between \$56,840 and \$127,255 — 0.67x to 1.50x the subject's \$84,837 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**217** organizations qualified on sector, size, and geography → **217** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,913	\$15,992	\$35,214	\$60,061	\$102,537	\$9,310
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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 MD 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="#">Children's Hospital Oakland Family House</a>	CA	\$84,940	Ceo	\$51,575	<b>\$47,636</b>	2023
<a href="#">Swedishamerican Health System Corp</a>	IL	\$85,163	President & Ceo	\$85,450	<b>\$89,856</b>	2023
<a href="#">Tbhc Emergency Medicine Pc</a>	NY	\$84,390	President	\$12,384	<b>\$11,627</b>	2024
<a href="#">Well-one Health Inc</a>	CA	\$84,355	Secretary	\$62,732	<b>\$56,278</b>	2024
<a href="#">San Juan Regional Rehabilitation Hospital Inc</a>	NM	\$84,109	Ceo	\$80,619	<b>\$92,748</b>	2023
<a href="#">Up N Out Social Club Of America</a>	CA	\$85,802	President	\$19,000	<b>\$17,045</b>	2024
<a href="#">Valley County Health System Foundat</a>	NE	\$85,841	Administrato	\$411	<b>\$473</b>	2023
<a href="#">Community Health And Wellness Holdings</a>	CT	\$86,171	President/ceo	\$4,587	<b>\$4,468</b>	2024
<a href="#">West Michigan Dental Foundation</a>	MI	\$83,190	Executive Se	\$27,000	<b>\$29,809</b>	2023
<a href="#">Beth Israel Deaconess Department Of</a>	MA	\$83,162	Director (Ex-officio) (Hmfp Ceo)	\$109,829	<b>\$102,537</b>	2024
<a href="#">Peace Out Cancer Chair Inc</a>	KS	\$86,654	Co-founder	\$36,000	<b>\$40,406</b>	2024
<a href="#">Children's Public Health Fund</a>	NH	\$86,776	Director	\$19,478	<b>\$19,238</b>	2023
<a href="#">Bay Cove Moseley Group Home Inc</a>	MA	\$87,314	President/ceo	\$14,439	<b>\$13,879</b>	2023
<a href="#">Albert Lea Healthcare Coalition</a>	MN	\$87,741	Board Member	\$5,415	<b>\$5,559</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Inclusivcare Community Investment Inc</a>	LA	\$87,750	Secretary	\$22,504	<b>\$25,744</b>	2024
<a href="#">Special Persons Mailing Service Inc</a>	VA	\$87,788	Reg Agent/ D	\$21,154	<b>\$21,847</b>	2023
<a href="#">Center For Quality Systems Improvement</a>	CA	\$87,910	Board Chair	\$140,387	<b>\$125,944</b>	2024
<a href="#">Pinnacle Asset Holdings Inc</a>	LA	\$88,094	President	\$20,115	<b>\$23,012</b>	2024
<a href="#">Acacia Network Inc</a>	NY	\$88,323	President	\$70,634	<b>\$68,271</b>	2023
<a href="#">St Marys Community Care Professionals</a>	NY	\$88,338	President & Ceo	\$84,043	<b>\$78,901</b>	2024
<a href="#">Nnu Health Inc</a>	ID	\$81,255	Treasurer	\$56,228	<b>\$62,144</b>	2024
<a href="#">Hospicare Foundation Inc</a>	NY	\$88,434	Executive Director	\$29,144	<b>\$27,361</b>	2024
<a href="#">Riverstone Wellness</a>	CA	\$81,150	Founder	\$21,720	<b>\$19,486</b>	2024
<a href="#">Kex Kids Fund</a>	OR	\$88,534	Executive Director & Director	\$6,000	<b>\$5,789</b>	2024
<a href="#">Turning Point Pregnancy Center Inc</a>	AL	\$88,661	Executive Director	\$24,500	<b>\$27,499</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **217** organizations. Compensation range \$96–\$1,743,764; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$84,837); for reference, expenses \$418,445 and assets \$418,954. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Sherry Keramidas, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	104 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	15 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	16 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	75 <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 (Sherry Keramidas) 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 217 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,310 is reasonable (approximately the 15<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 13, 2026.