

# Southwestern Ohio Hemophilia Foundation

Executive Director / CEO

EIN 311527065

OH · NTEE G21Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joy Linder, Executive Director / CEO** (\$45,186) against **every comparable organization** that fit the selection criteria — **160** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57<sup>th</sup>** percentile of comparable organizations within the typical range

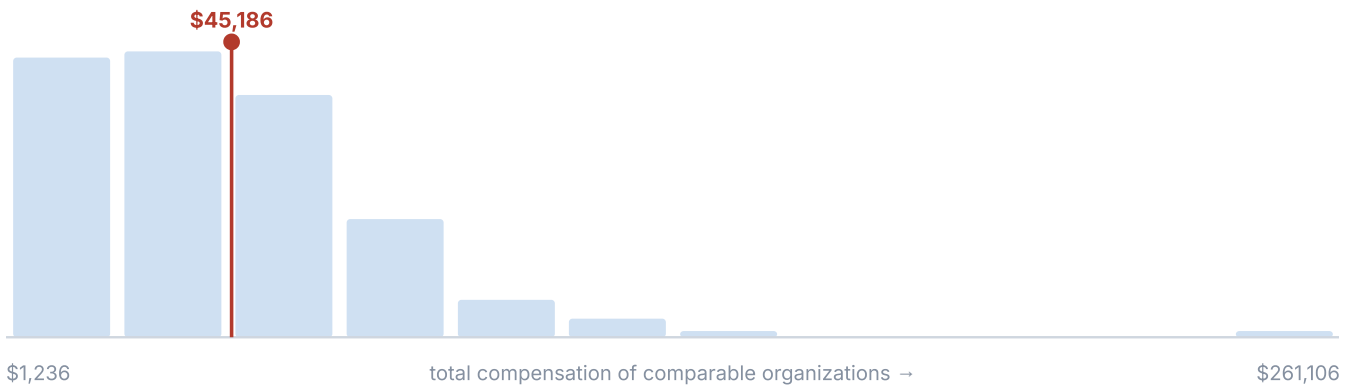
**Benchmarked executive:** Joy Linder — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G21Z).
BUDGET	Total revenue between \$102,228 and \$228,870 — 0.67x to 1.50x the subject's \$152,580 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**160** organizations qualified on sector, size, and geography → **160** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,273	\$21,230	\$40,017	\$58,410	\$79,489	\$45,186
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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 OH 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="#">Sean Loring Classic</a>	OH	\$152,756	President	\$34,250	<b>\$33,267</b>	2024
<a href="#">Melanoma Know More</a>	OH	\$151,878	Executive Director	\$88,557	<b>\$86,016</b>	2024
<a href="#">Northeast Louisiana Sickle Cell Anemia Foundation</a>	LA	\$148,756	Executive Director	\$36,990	<b>\$38,456</b>	2023
<a href="#">New Hampshire Service Office-nh Area Assembly Aa</a>	NH	\$157,673	Secretary	\$18,145	<b>\$15,819</b>	2023
<a href="#">Lupus Foundation Of New England Inc</a>	MA	\$147,227	Presidentexec Director	\$89,550	<b>\$73,797</b>	2024
<a href="#">Turner Syndrome Foundation Inc</a>	NJ	\$159,399	President	\$48,833	<b>\$39,984</b>	2024
<a href="#">Fighting To Win Inc</a>	SC	\$160,178	President	\$23,587	<b>\$23,233</b>	2023
<a href="#">Maximum Hope Foundation</a>	CA	\$144,714	Key Employee	\$39,231	<b>\$31,066</b>	2024
<a href="#">Nicu Parent Network Inc</a>	IN	\$161,019	Executive Di	\$35,000	<b>\$34,848</b>	2023
<a href="#">Autoimmune Encephalitis Alliance Inc</a>	NC	\$143,916	Program Director	\$90,617	<b>\$88,402</b>	2023
<a href="#">The Medical Staff Of The California</a>	CA	\$143,209	President	\$30,000	<b>\$24,458</b>	2023
<a href="#">Camer Rand Fund Inc</a>	MA	\$162,490	Treasurer	\$8,400	<b>\$6,922</b>	2024
<a href="#">Sickle Cell Foundation Of Palm Beach County Inc</a>	FL	\$163,226	Ceo	\$110,479	<b>\$95,178</b>	2024
<a href="#">Affect Change Inc</a>	TX	\$141,202	Executive Di	\$48,000	<b>\$44,033</b>	2024
<a href="#">Hss Screening And Early Detection Inc</a>	NY	\$165,500	President	\$36,000	<b>\$30,714</b>	2023
<a href="#">Brave Men Inc</a>	OH	\$139,108	Executive Director	\$36,022	<b>\$34,087</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Connect Thru Cancer</a>	PA	\$138,775	Executive Director	\$64,650	<b>\$59,124</b>	2024
<a href="#">Federation Of The Blind Of Sc</a>	SC	\$138,297	Executive Director	\$23,940	<b>\$24,547</b>	2022
<a href="#">Obion County Cancer Agency</a>	TN	\$166,934	Director	\$17,671	<b>\$17,034</b>	2024
<a href="#">Carson's Crusaders Foundation</a>	TX	\$167,437	Executive Di	\$60,600	<b>\$55,591</b>	2024
<a href="#">Epilepsy Foundation Of Southeast Tenness</a>	TN	\$167,806	Executive Director	\$63,373	<b>\$59,514</b>	2025
<a href="#">Resurrecting Lives Foundation</a>	OH	\$137,305	Founder/executive Director	\$45,000	<b>\$43,709</b>	2024
<a href="#">Smith-kingsmore Syndrome Foundation</a>	OH	\$168,029	Executive Director	\$22,500	<b>\$21,291</b>	2025
<a href="#">Testicular Cancer Society</a>	OH	\$168,040	President/director	\$100,000	<b>\$97,131</b>	2024
<a href="#">Big Hearts To Little Hearts</a>	NJ	\$136,094	President	\$21,883	<b>\$17,917</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>160</b> organizations. Compensation range \$1,236–\$261,106; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$152,580); for reference, expenses \$167,186 and assets \$332,416.
ROLE MATCH	Joy Linder, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	57 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	54 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	54 <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 (Joy Linder) 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 160 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,186 is reasonable (approximately the 57<sup>th</sup> 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.