

Itasca Hospice Foundation

Executive Director / CEO

EIN 411375722

MN · NTEE P74Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sharri Anderson, Executive Director / CEO** (\$34,375) against **every comparable organization** that fit the selection criteria — **14** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **57th** percentile of comparable organizations within the typical range

Benchmarked executive: Sharri Anderson — 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 (P74Z).

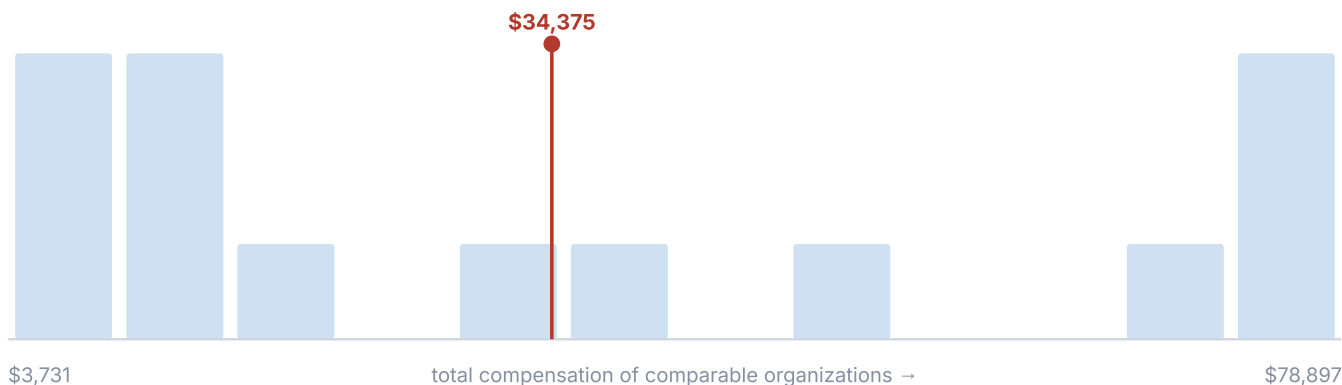
BUDGET Total revenue between \$3,814 and \$8,541 — 0.67x to 1.50x the subject's \$5,694 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.67–1.5x revenue.

14 organizations qualified on sector, size, and geography

→ **14** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,413	\$10,874	\$25,212	\$63,091	\$75,308	\$34,375
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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 MN 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
The British Home Life Services	IL	\$5,679	Ceo	\$50,336	\$48,645	2024
The Way Home Adoption Inc	TX	\$5,609	Program Director	\$75,500	\$74,239	2024
The Reciprocity Foundation	NY	\$5,443	—	\$18,750	\$16,655	2024
Reclamation And Restoration Ministries Inc	LA	\$6,148	Chairman And Ceo	\$72,890	\$78,897	2024
Technology Training Licenses Inc	TX	\$5,021	President/ceo	\$16,000	\$16,198	2023
Noahh So Inc	LA	\$6,464	Executive Director	\$10,978	\$12,234	2023
Sada Mujer Inc	GA	\$4,350	President	\$10,240	\$10,420	2023
Happy Home For The Handicapped Inc	ID	\$4,205	Director	\$72,455	\$75,766	2024
Community Living Corporation	MI	\$7,665	Ceo	\$33,282	\$33,768	2024
Mercy Ministries Inc	SC	\$7,684	Director	\$38,000	\$40,120	2023
Greater Hood Community Development Corporation	NY	\$7,800	Program Director	\$4,200	\$3,731	2024
Outfitters Incorporated	IN	\$8,072	Executive Director	\$9,351	\$9,444	2025
Building People Power	CA	\$8,368	Director	\$80,000	\$67,906	2024
Community Health Foundation Of	MA	\$8,441	Executive Director	\$9,024	\$7,971	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	14 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$3,731–\$78,897; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$5,694); for reference, expenses \$63,554 and assets \$813,137. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sharri Anderson, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	57th
Total compensation (D + F), as reported (no adjustments)	57th
Reportable pay only (column D), adjusted	64th
All sources (D + E + F), adjusted	36th

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 (Sharri Anderson) 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 14 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$34,375 is reasonable (approximately the 57th 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.