

# Hne Of Connecticut Inc

Executive Director / CEO

EIN 465190134  
 MA · NTEE E21  
 FY ending 2024-12-31  
 June 10, 2026

This analysis benchmarks the total compensation of **Richard Swift, Executive Director / CEO** (\$452,498) against **every comparable organization** that fit the selection criteria — **897** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **99<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Richard Swift — reported title "PRESIDENT AND CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E21).
BUDGET	Total revenue between \$143,374 and \$320,988 — 0.67x to 1.50x the subject's \$213,992 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**897** organizations qualified on sector, size, and geography → **897** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,835	\$31,912	\$54,869	\$83,627	\$126,618	<b>\$452,498</b>
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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 MA 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="#">At Home In Alexandria</a>	VA	\$213,675	Executive Director	\$55,508	<b>\$59,642</b>	2024
<a href="#">Gogebic Range Health Foundation</a>	MI	\$214,383	Executive Di	\$8,245	<b>\$9,470</b>	2024
<a href="#">Cross Keys Equine Therapy</a>	VA	\$214,752	Executive Director	\$13,000	<b>\$14,381</b>	2023
<a href="#">Disart</a>	MI	\$214,758	Co-exec-dire	\$68,913	<b>\$79,155</b>	2024
<a href="#">Oic Holding Corp</a>	CA	\$215,107	President & Ceo	\$21,421	<b>\$21,192</b>	2023
<a href="#">Health Development Corporation</a>	IN	\$215,119	President	\$27,580	<b>\$32,366</b>	2024
<a href="#">Life Choices Care Center</a>	IN	\$215,207	Executive Director, Former	\$45,885	<b>\$55,438</b>	2023
<a href="#">Serving Hands Medical Center Npc</a>	WA	\$212,746	Executive Director And President	\$93,500	<b>\$95,907</b>	2023
<a href="#">Fhcsd Community Services Inc</a>	CA	\$215,246	Secretary	\$83,430	<b>\$82,538</b>	2023
<a href="#">Systems-centered Training</a>	GA	\$212,725	Secretary	\$61,532	<b>\$67,075</b>	2025
<a href="#">Jacobs House Inc</a>	CA	\$215,293	Executive Dir.	\$65,000	<b>\$62,460</b>	2024
<a href="#">Dan's House Of Hope Inc</a>	TX	\$212,670	President	\$11,000	<b>\$12,245</b>	2024
<a href="#">The Connecticut Association Of School</a>	CT	\$215,330	Executive Director	\$95,000	<b>\$99,122</b>	2024
<a href="#">Rusfond Usa Inc</a>	NY	\$215,374	Pres/treas/dir	\$134,996	<b>\$139,758</b>	2023
<a href="#">Remount Foundation</a>	CO	\$212,567	Founder	\$42,778	<b>\$46,996</b>	2023
<a href="#">Zing Life Services Inc</a>	NC	\$212,560	Executive Director	\$38,948	<b>\$43,630</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Brotman Medical Staff Foundation</a>	CA	\$212,552	Secretary/treasurer	\$24,000	<b>\$23,062</b>	2024
<a href="#">Durant Ambulance Service Inc</a>	IA	\$215,447	President	\$347	<b>\$435</b>	2023
<a href="#">Empowering Strides</a>	WA	\$215,474	President	\$39,515	<b>\$39,369</b>	2024
<a href="#">Apache Creek Deaf And Youth Ranch</a>	NM	\$215,514	President	\$28,688	<b>\$35,351</b>	2023
<a href="#">Alliance For Artificial Intelligence</a>	MD	\$215,592	Executive Director	\$131,762	<b>\$137,083</b>	2024
<a href="#">The Center Clinic Inc</a>	MN	\$215,603	Executive Di	\$50,370	<b>\$57,023</b>	2023
<a href="#">Acupuncture Healing Arts Inc</a>	PA	\$215,607	Founder/director	\$63,200	<b>\$72,208</b>	2023
<a href="#">Project Brotherhood A Black Mens Mens Clinic</a>	IL	\$215,700	Executive Director	\$94,250	<b>\$103,113</b>	2024
<a href="#">Hiram Licensed Home Care Company</a>	NY	\$215,745	Executive Director	\$45,013	<b>\$46,601</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA 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 MA 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** 897 organizations. Compensation range \$67–\$1,097,028; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$213,992); for reference, expenses \$11,522 and assets \$4,689,358. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Richard Swift, reported title " <i>PRESIDENT AND CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	194 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	50 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	99 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	98 <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 (Richard Swift) 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 10, 2026, comparing compensation against 897 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$452,498 is reasonable (approximately the 99<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 10, 2026.