

Newberry County Hospital Foundation Inc

Executive Director / CEO

EIN 582340652

SC · NTEE E122

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jeff Wicker, Executive Director / CEO** (\$9,645) against **every comparable organization** that fit the selection criteria — **37** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

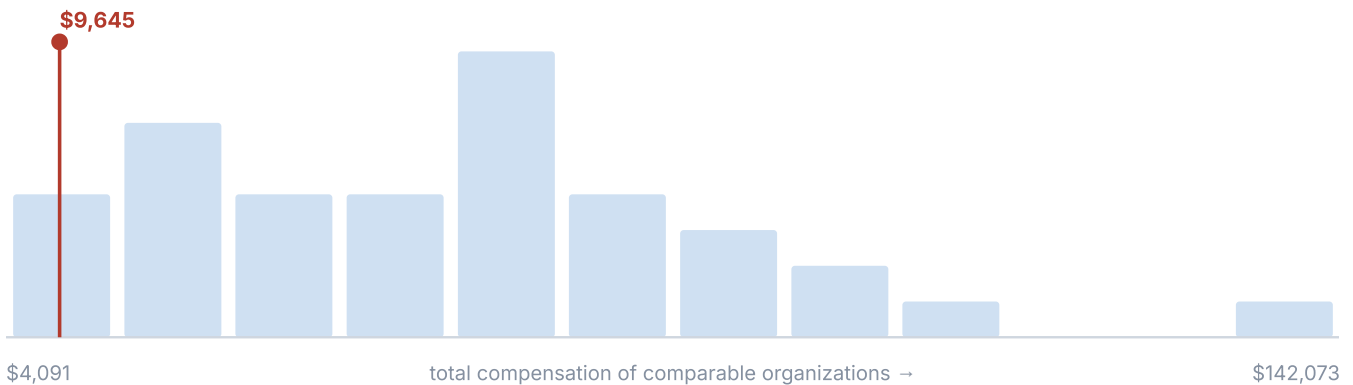
Benchmarked executive: Jeff Wicker — reported title "VICE-CHAIR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E122).
BUDGET	Total revenue between \$150,624 and \$337,218 — 0.67x to 1.50x the subject's \$224,812 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E12), nationwide + budget 0.67–1.5x revenue.

37 organizations qualified on sector, size, and geography → **37** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,773	\$26,433	\$51,533	\$65,616	\$82,608	\$9,645
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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 SC 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
Adams County Medical Foundation Inc	OH	\$222,998	Exec Director	\$79,558	\$80,771	2024
Hospice Help Foundation	NH	\$230,554	Executive Di	\$63,748	\$56,423	2024
The Parachute Foundation	MN	\$216,984	President	\$26,366	\$25,711	2023
Bridge To A Cure Foundation Inc	FL	\$216,743	Executive Director	\$14,000	\$12,607	2024
Stroke Awareness Oregon	OR	\$216,611	Executive Director	\$44,897	\$41,146	2023
Van Sciver Corporation	NJ	\$200,632	President & Ceo	\$59,580	\$52,497	2023
Hillcrest Health Foundation	TX	\$250,580	Dir/interim Pres/ceo (Thru 1/5)	\$35,499	\$34,038	2024
District 7 Hospital Emergency Planning	IN	\$197,219	Non-voting Treasurer/fisca	\$54,158	\$54,745	2024
Lawndale Christian Supporting	IL	\$194,660	President	\$17,947	\$16,913	2024
Indian River County Medical Society	FL	\$259,400	Executive Di	\$64,958	\$58,494	2024
Chris Norton Foundation	IA	\$260,949	Executive Director	\$14,400	\$15,114	2024
Tsf Incorporated	DE	\$183,778	President	\$44,200	\$42,711	2023
Creel Family Philanthropies	TX	\$181,568	Executive Di	\$8,496	\$8,146	2024
Kansas Children's Foundation	KS	\$181,090	Executive Director	\$88,083	\$91,215	2024
Lancaster Patient Care Center	NH	\$179,000	System Ceo	\$18,318	\$16,213	2024
Noise For Now	NM	\$178,767	Executive Dir.	\$64,698	\$68,672	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tri-county Memorial Foundation Inc	WI	\$178,267	Ceo-bghs	\$68,728	\$68,802	2024
Frank Hadley And Cornelia Root Ginn	OH	\$175,530	Treasurer	\$46,913	\$47,628	2024
Richmond Community Services	NY	\$276,866	President/ceo	\$63,618	\$55,104	2024
Wheel To Walk Foundation	OR	\$276,972	Vp	\$59,000	\$52,520	2024
Pcc Foundation	IL	\$166,555	Director, Started Oct 2024	\$4,456	\$4,091	2025
The Yaya Foundation For 4h Leukodystrophy	MN	\$284,117	Executive Director	\$150,000	\$142,073	2024
Unspoken Treasure Society Inc	FL	\$285,484	President	\$82,214	\$74,032	2024
Circle Of Hope Inc	CA	\$159,841	Ceo	\$45,872	\$37,969	2024
Upland Hills Health Foundation Inc	WI	\$157,040	President/ceo - Uhh	\$27,818	\$27,848	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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 37 organizations. Compensation range \$4,091–\$142,073; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$224,812); for reference, expenses \$137,769 and assets \$22,208,700.

ROLE MATCH	Jeff Wicker, reported title "VICE-CHAIR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	65 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 (Jeff Wicker) 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 37 similarly situated organizations (Same NTEE sector (E12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,645 is reasonable (approximately the 5th 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.