

Anderson Support And Development

Executive Director / CEO

EIN 640730109
 MS · NTEE E221
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Mary Anderson, Executive Director / CEO** (\$37,629) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52nd** percentile of comparable organizations within the typical range

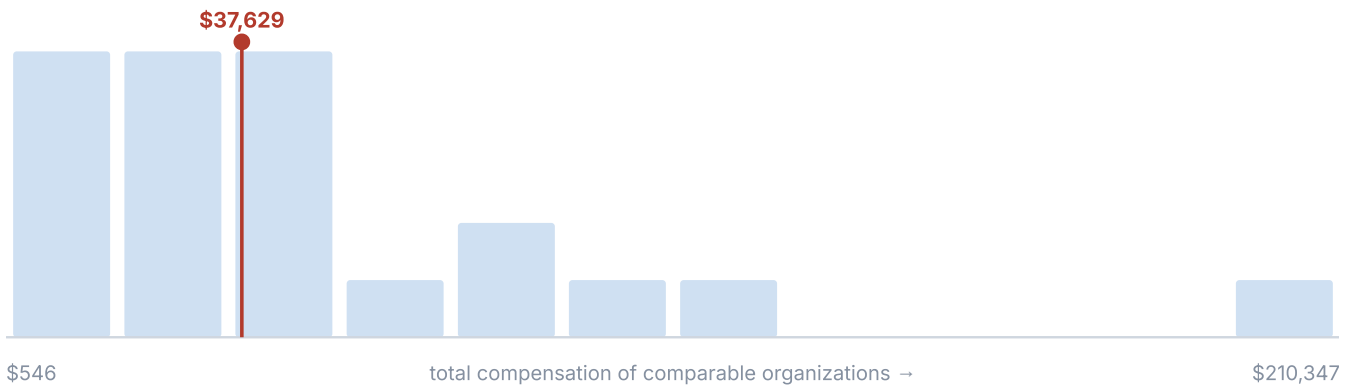
Benchmarked executive: Mary Anderson — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E221).
BUDGET	Total revenue between \$107,068 and \$239,706 — 0.67x to 1.50x the subject's \$159,804 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E22), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,916	\$21,422	\$36,404	\$66,765	\$102,934	\$37,629
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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 MS 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
Tuh - Jeanes Campus Auxiliary	PA	\$160,404	Hospital Admin Rep	\$37,019	\$34,125	2023
Humboldt Health Foundation	CA	\$162,081	Ceo	\$35,641	\$27,633	2024
Robert Packer Hospital Auxiliary	PA	\$157,384	Director - Pres/ceo Rph	\$42,922	\$39,567	2023
Nationwide Children's Hospital Inc	OH	\$166,331	Director / Ceo - Nch	\$70,206	\$66,765	2024
Advocates For Upstate Medical University University Hospital Inc	NY	\$151,853	Administrative Coordinator	\$13,365	\$10,564	2025
Eastern New Mexico Medical Center	NM	\$151,822	President	\$10,268	\$9,916	2024
Presence Health Partners Services	MO	\$168,408	Director (End 12/2022)	\$49,417	\$48,383	2023
Mendocino Coast Healthcare Foundation	CA	\$149,661	Executive Director	\$128,956	\$102,934	2023
Greene County General Hospital Foundation	IN	\$173,967	Foundation Director	\$89,500	\$84,743	2024
Waverly Health Center Foundation	IA	\$139,330	Former Treasurer	\$49,532	\$50,134	2023
Share Foundation Of Community Hospitals	OH	\$184,367	Director/regional Market President	\$75,084	\$71,403	2024
Sisters Of St Joseph Of St Mark	OH	\$127,740	President	\$7,500	\$7,132	2024
Sarah Bush Lincoln Health	IL	\$198,253	Dir Voluntee	\$24,638	\$21,748	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Saunders Hospital	IL	\$115,505	President	\$600	\$546	2023
Sheffield Area Medical Center Inc	PA	\$108,890	Executive Director	\$17,612	\$16,235	2023
Och Holdings	TX	\$107,867	Director & President	\$234,201	\$210,347	2024
Health Development Corporation	IN	\$215,119	President	\$27,580	\$26,114	2024
Upmc Pinnacle Lancaster	PA	\$216,898	President & Coo	\$124,650	\$114,906	2023
Burgess Foundation	IA	\$219,525	President/ceo - Bhc Thru 6/2023	\$21,165	\$21,422	2023
Medical And Dental Staff Of Holy Cross	MD	\$219,857	President	\$50,000	\$41,971	2024
Auxiliary Of Monongalia General Hospital	WV	\$232,855	Pres/ceo, Mon Health Systems	\$36,373	\$36,404	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MS 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 MS 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	21 organizations. Compensation range \$546–\$210,347; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$159,804); for reference, expenses \$129,708 and assets \$4,210,934.
ROLE MATCH	Mary Anderson, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	52 nd
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	24 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 (Mary 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 21 similarly situated organizations (Same NTEE sector (E22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$37,629 is reasonable (approximately the 52nd 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.