

Hospice Care Charity Inc

Executive Director / CEO

EIN 731703831

SC · NTEE P74

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Christy Jeffcoat, Executive Director / CEO** (\$1,500) against **every comparable organization** that fit the selection criteria — **1771** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Christy Jeffcoat — 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 (P74).

BUDGET Total revenue between \$111,029 and \$248,574 — 0.67x to 1.50x the subject's \$165,716 (the band tightens as size grows).

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

1,771 organizations qualified on sector, size, and geography → **1,771** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,107

\$20,897

\$37,540

\$57,244

\$74,395

\$1,500

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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\$1,500



■ 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
Silverton Area Seniors Inc	OR	\$165,708	Executive Dir.	\$51,832	\$47,502	2023
Four Winds American Indian Council	CO	\$165,663	Exec Dir Chair	\$48,000	\$44,118	2024
Summit Adaptive Sports Inc	CT	\$165,645	President, Executive Director	\$35,000	\$30,645	2025
Linked Together Inc	NH	\$165,914	Executive Director	\$106,954	\$94,664	2024
Empower Youth	OH	\$165,479	Executive Director	\$39,513	\$40,116	2024
Hagars Heart	TX	\$165,357	Executive Dir.	\$33,875	\$32,481	2024
Spearfish Senior Service Center	SD	\$166,122	Executive Dir.	\$48,800	\$53,149	2023
Santa Monica Bay Area Human Relations	CA	\$166,141	Director	\$80,844	\$66,915	2024
Foundation For Family And Community	VA	\$166,147	Executive Dir.	\$41,500	\$38,409	2024
Community Outreach Network Services Inc	IN	\$166,238	Ceo	\$9,874	\$9,981	2024
Sustainable Silicon Valley	CA	\$166,295	Executive Dir.	\$26,833	\$22,210	2024
Connecticut Immigrant & Refugee	CT	\$166,295	Former Executive Director	\$11,974	\$10,762	2024
Silence Of Mary Home	PA	\$166,323	Executive Director- N/v	\$40,950	\$38,135	2025
Attleboro Enterprises Properties Inc	MA	\$166,458	Secretary	\$21,242	\$18,837	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Achieve Inc	CO	\$166,539	Executive Di	\$31,250	\$28,723	2024
Asi Clark County Inc	MN	\$166,562	President/tr	\$65,715	\$62,242	2024
Northern California Dr Martin Luther King Jr Community Foundatio	CA	\$164,851	Officer	\$99,220	\$80,008	2025
Faith In Girls Inc	CA	\$164,735	Project Director	\$28,000	\$23,176	2024
Hygieia Behavioral Health Foundation Inc	CA	\$166,700	President And Ceo	\$120,000	\$99,325	2024
Harbor58 Ministries Inc	FL	\$164,688	Executive Di	\$28,286	\$24,815	2025
Policy Works Inc	FL	\$164,687	President	\$29,771	\$27,600	2023
Childrens Lantern Inc	OH	\$166,793	Executive Director	\$42,956	\$44,899	2023
Mental Health Programs Inc Viii	MA	\$166,830	President	\$12,032	\$10,097	2025
Harvest Resources In Anne Arundel County Inc	MD	\$166,850	Executive Director	\$47,300	\$42,388	2024
Spring Community Partners Inc	NY	\$167,015	Executive Dir.	\$40,700	\$36,294	2023

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 1771 organizations. Compensation range \$108–\$366,833; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$165,716); for reference, expenses \$64,964 and assets \$512,184. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Christy Jeffcoat, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	233 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	38 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	2 nd
Total compensation (D + F), as reported (no adjustments)	2 nd
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	2 nd

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 (Christy Jeffcoat) 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 1771 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,500 is reasonable (approximately the 2nd 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.