

Sheridan Health Care Foundation Inc

Executive Director / CEO

EIN 810496987
 MT · NTEE E20Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Connie Anderson, Executive Director / CEO** (\$9,850) against **every comparable organization** that fit the selection criteria — **953** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Connie 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 (E20Z).
BUDGET	Total revenue between \$152,772 and \$342,028 — 0.67x to 1.50x the subject's \$228,019 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

953 organizations qualified on sector, size, and geography → **953** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,089	\$26,982	\$45,976	\$70,512	\$107,217	\$9,850
----------	----------	----------	----------	-----------	----------------



■ 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 MT 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
Hope 4 Life	VA	\$227,924	Advisor To Board	\$4,143	\$3,711	2024
Hermiston Rhf Housing Inc	CA	\$228,213	President/ceo	\$76,739	\$61,473	2024
Coast Pregnancy Clinic	OR	\$228,269	Executive Director	\$42,417	\$37,622	2023
Arizona Medical Association Foundation	AZ	\$227,621	Ceo	\$10,201	\$9,101	2024
Northeastern Anesthesia Of New Jersey Pc	NY	\$228,503	Ceo	\$70,612	\$60,942	2023
Life Circle	NM	\$228,514	Executive Director	\$62,500	\$64,204	2023
Equinoterapia Puerto Rico Inc	PR	\$227,505	Executive Director	\$37,225	\$37,225	2024
Samaritan Healthcare Foundation	WA	\$228,549	Executive Director	\$72,137	\$61,685	2023
Morris Hospital Auxiliary	IL	\$228,550	President/ceo	\$54,801	\$49,980	2024
Fhcsd Growth Fund Inc	CA	\$227,456	Secretary	\$83,430	\$68,807	2023
Danville Neca-ibew Electrical Jatc	IL	\$228,990	Training Director	\$63,333	\$59,468	2023
Inner Compass Initiative Inc	MA	\$227,000	Director	\$70,000	\$58,355	2024
Strong Like Ak	NC	\$229,278	Executive Director	\$46,410	\$44,487	2024
Small Miracles Therapeutic	TN	\$229,287	Executive Di	\$51,482	\$50,202	2024
Wellness Tree Community Clinic	ID	\$229,432	Executive Dir.	\$82,987	\$79,787	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Multiple Sclerosis Resources Of Central	NY	\$229,479	Executive Director	\$76,059	\$63,759	2024
Choices Pregnancy Center	MN	\$229,544	Exec Director	\$37,911	\$34,752	2024
Women Chiropractors	MI	\$229,575	Executive Di	\$57,369	\$56,556	2023
Fennimore Area Rescue Squad Inc	WI	\$226,423	Chief	\$9,678	\$9,377	2024
Clarksdale Speech & Hearing	MS	\$229,683	Executive Director	\$64,834	\$65,261	2025
Borger Area Crisis Pregnancy Center Inc	TX	\$229,826	Exec. Director	\$39,038	\$36,227	2024
Pregnancy Resource Center Of Gp	TX	\$226,146	Executive Director	\$45,000	\$41,759	2024
New Directions Of Decatur County Inc	IN	\$229,917	Executive Dir.	\$55,000	\$55,397	2023
The Eden Clinic Inc	OK	\$226,043	Executive Director	\$21,487	\$21,949	2024
Hope Clinic Of Ross County Inc	OH	\$225,810	Co-director	\$21,703	\$20,775	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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 953 organizations. Compensation range \$56–\$914,528; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$228,019); for reference, expenses \$36,434 and assets \$2,258,083. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Connie Anderson, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	210 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	62 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 (Connie 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 953 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,850 is reasonable (approximately the 8th 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.