

Sk Therapy Associates Inc

Executive Director / CEO

EIN 834013645

TN · NTEE E30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Chris Truelove, Executive Director / CEO** (\$23,746) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

Benchmarked executive: Chris Truelove — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E30).
BUDGET	Total revenue between \$7,073 and \$15,835 — 0.67x to 1.50x the subject's \$10,557 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

22 organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,874	\$13,532	\$29,415	\$93,656	\$156,462	\$23,746
---------	----------	----------	----------	-----------	----------



■ 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 TN 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
Barber Services Systems Inc	PA	\$10,500	President/ceo	\$14,164	\$13,834	2023
Manor Care Of Lacey Wa Association	OH	\$10,288	Ceo	\$14,012	\$14,119	2024
Illinois Valley Community Hospital	IL	\$10,912	Chair/president & Ceo	\$67,008	\$62,672	2024
Loretto Hospital Foundation	IL	\$10,181	President	\$84,361	\$81,233	2023
Beaumont Medical Transportation	MI	\$10,071	Ceo	\$1,373,681	\$1,388,733	2023
Los Angeles Free Clinic Hollywood Center	CA	\$11,197	Chief Executive Officer	\$15,662	\$13,247	2023
Pendleton Emergency Ambulance	IN	\$11,198	Treasurer	\$1,200	\$1,204	2024
Alabama Public Health Association Inc	AL	\$9,734	Past Executive Director	\$9,176	\$9,431	2024
The Harbor Lights Foundation Inc	NY	\$11,487	Dir Of Ed &	\$39,173	\$34,670	2023
Plains Medical Foundation	TX	\$9,267	Ceo	\$25,388	\$24,160	2024
Connected Care Of Southeastern	MA	\$12,045	President & Ceo	\$183,307	\$156,709	2024
Bering Omega Community Health Services	TX	\$8,453	President/ceo	\$19,835	\$19,434	2023
Hospice Care In Westchester And Putnam Inc	NY	\$13,008	Ceo	\$70,612	\$62,496	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
University Medical Services Foundation	KY	\$8,002	President	\$6,800	\$7,156	2023
University Physicians Group Inc	KY	\$8,000	Chairman	\$803,217	\$799,806	2025
Carilion Biomedical Institute	VA	\$7,870	Director	\$167,911	\$154,238	2024
The Osluv Project	MN	\$14,432	Secretary/exec Director	\$162,474	\$152,732	2024
Healthspan Integrated Care	OH	\$14,676	President & Ceo, Board Chair	\$40,789	\$41,100	2024
Saint Alphonsus Foundation-ontario Inc	OR	\$14,718	Secretary; Regional Phil Specialist	\$14,767	\$13,431	2023
The Health Foundation Fund Inc	MA	\$14,907	President/c.e.o.	\$10,308	\$8,812	2024
Trimark Physicians Group	IA	\$15,273	Board Member & Market President	\$93,885	\$97,797	2024
Aldersbridge Foundation (Fka United)	RI	\$15,423	Ceo	\$22,558	\$20,578	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 22 organizations. Compensation range \$1,204–\$1,388,733; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$10,557); for reference, expenses \$235,294 and assets \$431,058. **Revenue and expenses diverge this year — revenue may misrepresent operating size;**

weigh the expense-based view.

ROLE MATCH	Chris Truelove, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	17 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	45 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	18 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 (Chris Truelove) 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 22 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,746 is reasonable (approximately the 45th 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.