

Compassionate Care Management Inc

Executive Director / CEO

EIN 852900518
 OH · NTEE P99
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Heidi Manzano, Executive Director / CEO** (\$56,400) against **every comparable organization** that fit the selection criteria — **197** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

Benchmarked executive: Heidi Manzano — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

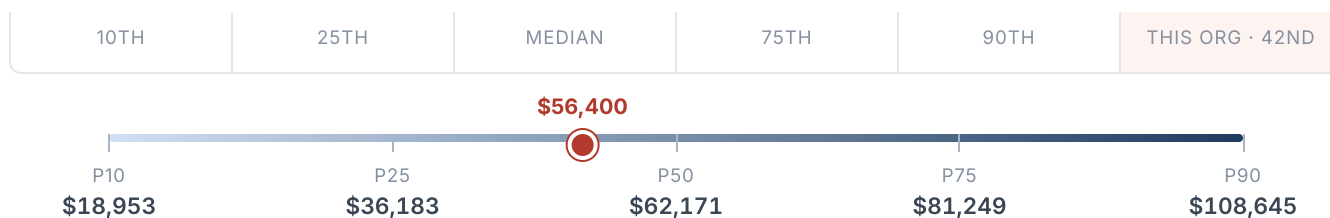
SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$292,626 and \$655,134 — 0.67x to 1.50x the subject's \$436,756 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

197 organizations qualified on sector, size, and geography → **197** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$18,953	\$36,183	\$62,171	\$81,249	\$108,645	\$56,400
----------	----------	----------	----------	-----------	----------



■ 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 OH 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
New Hope Global Ministries Inc	NC	\$436,429	President	\$58,000	\$56,582	2024
Noahs House Inc	PA	\$435,598	Executive Director/recovery Liaison	\$132,859	\$125,092	2024
Three Rivers Commons Inc	PA	\$438,483	President & Ceo	\$5,667	\$5,336	2024
Legacy Ministries Inc	WY	\$433,344	President/executive Direct	\$106,596	\$107,770	2024
Random Acts Of Flowers Indianapolis Inc	IN	\$440,376	Executive Director	\$75,420	\$73,157	2025
Taunton Community Access & Media Inc	MA	\$440,530	President	\$9,000	\$7,636	2024
Amazon Salt And Light	IL	\$432,051	Directorin-country Ex Dir Sch O	\$131,491	\$122,051	2024
Help Peru Inc	NY	\$431,845	Executive Dir.	\$95,000	\$83,444	2023
Stronger Together Now	CA	\$430,751	Chief Executive Office	\$66,954	\$54,586	2024
Adalyn Rose Foundation	PA	\$430,398	Executive Di	\$20,700	\$19,490	2024
Loudoun Cares	VA	\$443,401	Executive Di	\$72,333	\$67,888	2023
Laundrycares Foundation	IL	\$428,396	Executive Vice President	\$131,078	\$125,262	2023
Nevada Paralyzed Veterans Of	NV	\$427,476	Executive Di	\$96,096	\$93,630	2023
Carolyns Place Inc	CT	\$426,403	Executive Director	\$72,056	\$63,787	2024
Penfield Hope Inc	NY	\$449,331	Secretary	\$41,310	\$36,285	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ally S Wish Inc	TX	\$450,435	President	\$112,000	\$105,778	2024
Omaha Forus Inc	NE	\$423,026	Executive Director	\$80,851	\$82,103	2024
Shadida Solutions Corporation	MA	\$421,987	Director/cle	\$134,231	\$110,950	2025
Society Of St Vincent De Paul	WI	\$421,409	Outreach Supervisor	\$62,005	\$61,139	2024
The Unforgettables Foundation	CA	\$452,164	President & Ceo	\$84,072	\$68,542	2024
Life Plan Of Kentucky Inc	KY	\$421,318	Executive Di	\$118,750	\$120,456	2024
United Steelworkers Union Local 13-12	LA	\$453,386	Business Manager	\$79,897	\$83,064	2024
Philly Truce Foundation	PA	\$419,325	Secretary	\$2,000	\$1,883	2024
Victims' Impact Panel Of Ok Inc	OK	\$418,622	Executive Di	\$72,813	\$75,699	2024
Project Outreach Incorporated	NC	\$416,955	Executive Director	\$104,556	\$105,013	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 197 organizations. Compensation range \$714–\$521,859; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$436,756); for reference, expenses \$406,568 and assets \$34,321.

ROLE MATCH	Heidi Manzano, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	42 nd
Total compensation (D + F), as reported (no adjustments)	37 th
Reportable pay only (column D), adjusted	43 rd
All sources (D + E + F), adjusted	38 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 (Heidi Manzano) 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 197 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,400 is reasonable (approximately the 42nd 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.