

# Christian Care Holding Company Inc

Executive Director / CEO

EIN 860892946

AZ · NTEE P81Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Alan Hieb, Executive Director / CEO** (\$78,149) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

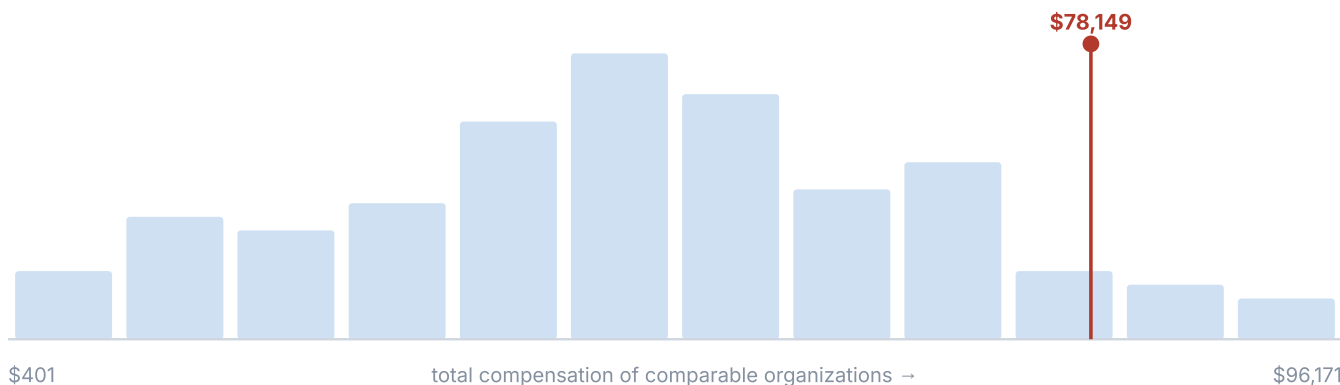
**Benchmarked executive:** Alan Hieb — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P81Z).
BUDGET	Total revenue between \$159,794 and \$357,748 — 0.67x to 1.50x the subject's \$238,499 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

**123** organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,535	\$31,855	\$44,613	\$58,186	\$71,650	<b>\$78,149</b>
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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 AZ 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
<a href="#">Senior Center Of South Pearl River</a>	MS	\$237,305	Executive Dir.	\$56,540	<b>\$67,412</b>	2023
<a href="#">Spokane Area Jewish Family Services</a>	WA	\$234,947	Executive Di	\$69,584	<b>\$64,778</b>	2024
<a href="#">Geary County Senior Citizens Inc</a>	KS	\$233,704	Executive Director	\$38,002	<b>\$42,689</b>	2024
<a href="#">Johnstown Senior Citizens Service Center Inc</a>	NY	\$232,825	Administrative Assistant	\$31,850	<b>\$29,926</b>	2024
<a href="#">Senior Center Of Macon</a>	MO	\$232,139	Director	\$39,791	<b>\$42,692</b>	2025
<a href="#">Autumn Glow Alzheimer's Care Home Inc</a>	CA	\$244,981	President & Ceo	\$21,328	<b>\$19,150</b>	2024
<a href="#">Wickham Park Senior Center Association Inc</a>	FL	\$230,808	Director	\$8,750	<b>\$8,326</b>	2025
<a href="#">Friends In Action</a>	ME	\$246,863	Executive Di	\$64,661	<b>\$69,313</b>	2023
<a href="#">Ypsilanti Senior Center</a>	MI	\$229,943	Executive Director	\$41,600	<b>\$43,497</b>	2025
<a href="#">Jackson County Senior Center Inc</a>	KY	\$228,182	Director	\$23,745	<b>\$25,843</b>	2025
<a href="#">Golden Slipper Center For Seniors Inc</a>	PA	\$249,833	Executive Director	\$53,500	<b>\$57,114</b>	2023
<a href="#">Senior Friends Inc</a>	WI	\$250,264	Secretary	\$41,467	<b>\$45,030</b>	2024
<a href="#">Young County Senior Citizens Assoc Inc</a>	TX	\$250,831	Executive Director	\$50,000	<b>\$52,006</b>	2024
<a href="#">Reynolds County Council On Aging Inc</a>	MO	\$225,720	Administrator	\$39,900	<b>\$43,942</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Shepherds Center Of The Greenbrier Valley</a>	WV	\$225,307	Executive Director	\$56,433	<b>\$61,896</b>	2025
<a href="#">Smelter City Senior Citizens</a>	MT	\$252,346	Director	\$38,521	<b>\$43,176</b>	2024
<a href="#">My Home Inc</a>	CA	\$252,354	Administrator	\$36,000	<b>\$33,278</b>	2023
<a href="#">Federal Way Senior Center</a>	WA	\$223,731	Executive Director	\$52,000	<b>\$48,409</b>	2024
<a href="#">Care-community Action Respecting Elders</a>	MN	\$253,734	Executive Dir.	\$56,107	<b>\$57,647</b>	2024
<a href="#">Greater Northfield Senior Citizens Inc</a>	VT	\$223,229	Longo	\$27,785	<b>\$29,079</b>	2024
<a href="#">Sellers Senior Center Inc</a>	DE	\$223,010	Executive Di	\$38,666	<b>\$39,367</b>	2024
<a href="#">Newton At Home Inc</a>	MA	\$254,243	Executive Director	\$48,820	<b>\$44,441</b>	2025
<a href="#">Options In Aging</a>	PA	\$254,534	Outgoing Executive Director	\$70,252	<b>\$72,846</b>	2024
<a href="#">Richland County Commission On Aging</a>	MT	\$255,674	Administrator	\$40,856	<b>\$44,613</b>	2025
<a href="#">Centro Ramon Frade Inc</a>	PR	\$258,115	Executive Director	\$30,275	<b>\$35,045</b>	2021

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 123 organizations. Compensation range \$401–\$96,171; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$238,499); for reference, expenses \$21,927 and assets \$11,227,344. **Revenue and expenses diverge this year — revenue may misrepresent**

**operating size; weigh the expense-based view.**

ROLE MATCH	Alan Hieb, reported title "PRESIDENT/CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	96 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	100 <sup>th</sup>

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 (Alan Hieb) 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 123 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$78,149 is reasonable (approximately the 93<sup>rd</sup> 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.