

# Health Access Fund

Executive Director / CEO

This analysis benchmarks the total compensation of **Susan Rich, Executive Director / CEO** (\$96,221) against **every comparable organization** that fit the selection criteria — **531** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Susan Rich — reported title “Director and President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E01).
BUDGET	Total revenue between \$102,451 and \$229,368 — 0.67x to 1.50x the subject's \$152,912 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

**531** organizations qualified on sector, size, and geography → **531** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$9,671	\$23,762	\$46,156	\$70,570	\$107,660	<b>\$96,221</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 MD 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="#">North Region Ems &amp; Trauma Care</a>	WA	\$152,880	Executive Di	\$49,472	<b>\$46,156</b>	2025
<a href="#">Branch Brooks Childrens Foundation</a>	NY	\$152,865	President	\$38,424	<b>\$37,138</b>	2024
<a href="#">Compassionate Health Center Inc</a>	IN	\$152,965	Executive Di	\$50,706	<b>\$58,885</b>	2023
<a href="#">Medical Staff Of Englewood Hospital</a>	NJ	\$152,463	President	\$30,000	<b>\$29,496</b>	2023
<a href="#">City Life Center Inc</a>	MN	\$152,375	President/ceo	\$106,673	<b>\$112,744</b>	2024
<a href="#">Trinitas Healthcare Corporation</a>	NJ	\$153,810	Trustee - Trmc Pres./ceo	\$173,309	<b>\$165,511</b>	2024
<a href="#">Vax 2 Stop Cancer</a>	AL	\$151,953	Ceo	\$63,179	<b>\$73,007</b>	2024
<a href="#">Sleepy Eye Healthcare Foundation</a>	MN	\$153,932	Treasurer (Hospital Ceo)	\$38,880	<b>\$41,093</b>	2024
<a href="#">Advocates For Upstate Medical University University Hospital Inc</a>	NY	\$151,853	Administrative Coordinator	\$13,365	<b>\$12,584</b>	2025
<a href="#">Western New York Law Enforcement Helpline Inc</a>	NY	\$153,985	Coordinator	\$48,544	<b>\$46,920</b>	2024
<a href="#">Eastern New Mexico Medical Center</a>	NM	\$151,822	President	\$10,268	<b>\$11,813</b>	2024
<a href="#">Honor Service Dogs Inc</a>	NC	\$151,549	Executive Director	\$23,757	<b>\$27,032</b>	2023
<a href="#">Journey House Pregnancy Resource Center</a>	OK	\$154,532	Chairman	\$3,600	<b>\$4,240</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Luke's Sugar Land Properties</a>	TX	\$150,659	Ceo Of Chi St. Luke's Health System	\$209,833	<b>\$231,144</b>	2023
<a href="#">The American Society Of Breast Surgeons Foundation</a>	MD	\$150,365	Executive Director	\$106,351	<b>\$106,351</b>	2024
<a href="#">Living Organ Donor Assistance Fund</a>	CA	\$155,462	Director/ceo	\$77,000	<b>\$73,219</b>	2023
<a href="#">Guru Ram Das Center For Medicine</a>	NM	\$155,578	Executive Di	\$43,277	<b>\$49,788</b>	2024
<a href="#">The Auxiliary Of St Joseph's Hospital</a>	NY	\$155,752	Director; Vp Foundation	\$41,334	<b>\$41,131</b>	2023
<a href="#">470 Pleasant Street Holdings Company</a>	MA	\$150,000	President/ceo	\$21,408	<b>\$21,184</b>	2023
<a href="#">Iowa Hospital Education And Research</a>	IA	\$155,976	President	\$111,092	<b>\$133,950</b>	2023
<a href="#">Healing Buddies Inc</a>	CO	\$156,022	Executive Di	\$47,260	<b>\$48,472</b>	2024
<a href="#">Carson Valley Health Foundation</a>	NV	\$156,053	Executive Director	\$55,659	<b>\$59,676</b>	2024
<a href="#">Cooper Trooper Foundation</a>	TN	\$156,117	Executive Director	\$36,000	<b>\$41,671</b>	2023
<a href="#">Mendocino Coast Healthcare Foundation</a>	CA	\$149,661	Executive Director	\$128,956	<b>\$122,625</b>	2023
<a href="#">A Room To Heal</a>	NY	\$149,622	Executive Director	\$42,606	<b>\$41,181</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	531 organizations. Compensation range \$65–\$1,054,445; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$152,912); for reference, expenses \$712,124 and assets \$2,923,523. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Susan Rich, reported title " <i>Director and President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	153 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	29 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	89 <sup>th</sup>
Reportable pay only (column D), adjusted	92 <sup>nd</sup>
All sources (D + E + F), adjusted	64 <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 (Susan Rich) 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 531 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$96,221 is reasonable (approximately the 87<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.