

Schc Wbc Prop Corp

Executive Director / CEO

EIN 921851979

CA · NTEE E11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **C Dean Germano, Executive Director / CEO** (\$72,331) against **every comparable organization** that fit the selection criteria — **34** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

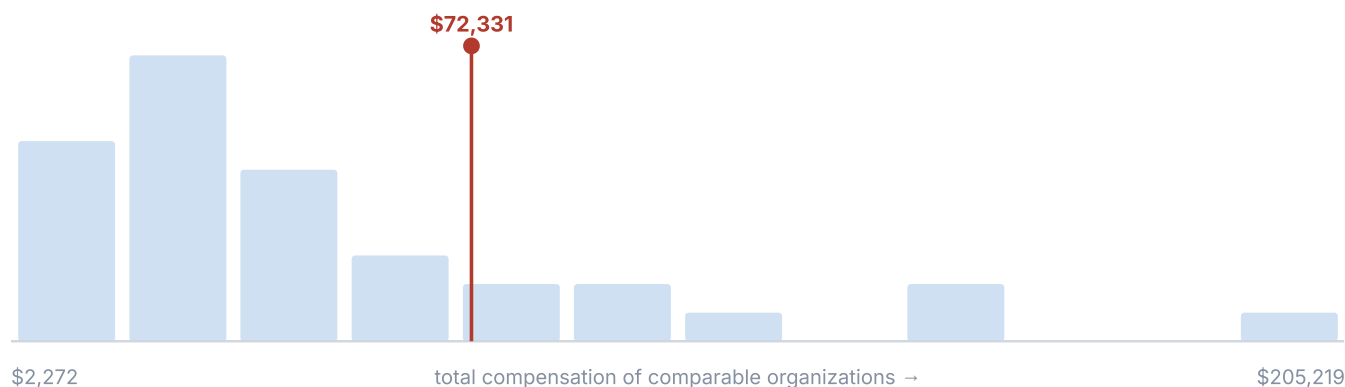
Benchmarked executive: C Dean Germano — reported title "CHIEF EXECUTIVE OFFICER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E11).
BUDGET	Total revenue between \$62,703 and \$140,382 — 0.67x to 1.50x the subject's \$93,588 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,166	\$26,052	\$35,669	\$59,884	\$108,373	\$72,331
---------	----------	----------	----------	-----------	-----------------



■ 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 CA 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
Rivers Health Foundation	WV	\$93,937	President & Ceo Mhn	\$168,499	\$205,219	2024
Southcoast Health Ambassadors Inc	MA	\$95,485	Trustee	\$3,997	\$4,040	2024
Jcahpo Education And Research Foundation	MN	\$96,793	Secretary/ceo	\$29,406	\$32,684	2024
Bayhealth Cancer Institute	DE	\$89,939	Interim President	\$69,078	\$76,083	2024
Inclusivcare Community Investment Inc	LA	\$87,750	Secretary	\$22,504	\$27,873	2024
Community Health And Wellness Holdings	CT	\$86,171	President/ceo	\$4,587	\$4,837	2024
Chc Holdings Inc	MA	\$102,000	Chief Executive Officer	\$36,474	\$36,869	2024
Oakes Community Hospital	ND	\$80,228	Executive Director	\$35,757	\$45,443	2023
Pbhmc Inc	AZ	\$80,000	Vice President	\$25,487	\$27,572	2024
Hudson Headwaters Supporting Corp	NY	\$108,166	Director	\$86,967	\$88,397	2024
Tcc Support Corporation	CA	\$78,000	Secretary	\$35,487	\$34,469	2024
Athol Memorial Hospital Nmtc Holdings	MA	\$77,252	Former President/ceo	\$26,970	\$27,261	2024
Windom Area Hospital Foundation Inc	MN	\$76,209	Business Development Director	\$43,444	\$47,043	2025
Deaconess Health Associations Fund Inc	OH	\$111,568	Chief Executive Officer	\$7,123	\$8,737	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Morgan Medical Center Foundation	GA	\$72,687	Member/hospi	\$64,464	\$72,911	2024
Whittier Street Health Center Realty	MA	\$70,720	President/ceo	\$40,157	\$41,790	2023
Nevada Donor Network Foundation	NV	\$69,156	President/ceo, Nevada Dono	\$40,295	\$45,434	2024
Mclaren Oakland Foundation	MI	\$118,421	Ceo - Part Year	\$132,618	\$153,974	2024
Salt Block Ministries	TX	\$118,733	President	\$4,500	\$5,064	2024
Long Island Medical Foundation Inc	NY	\$118,849	Executive Director	\$114,475	\$116,358	2024
Catherine Mcauley Health Services	MI	\$119,698	President, Th Med Group Mi	\$123,387	\$147,488	2023
Shadyside Hospital Supporting Foundation	PA	\$66,261	Senior Advisor (Until 06/24)	\$13,186	\$14,410	2025
Gritman Medical Center Foundation Inc	ID	\$121,720	Secretary	\$1,844	\$2,272	2023
Bigfork Valley Foundation	MN	\$123,080	Executive Dir.	\$19,875	\$22,743	2023
Cherrybell Holdings Inc	AZ	\$124,352	Ceo	\$50,792	\$56,570	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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 CA 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 **34** organizations. Compensation range \$2,272–\$205,219; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$93,588); for reference, expenses \$17,539 and assets \$33,509,134. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	C Dean Germano, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	76 th
Total compensation (D + F), as reported (no adjustments)	82 nd
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 (C Dean Germano) 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 34 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,331 is reasonable (approximately the 76th 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.