

Rhode Island Medical Society Foundation

Executive Director / CEO

EIN 050401176

RI · NTEE E83Z

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Stacy Paterno, Executive Director / CEO** (\$19,054) against **every comparable organization** that fit the selection criteria — **711** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **18th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Stacy Paterno — reported title “EXECUTIVE VICE PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E83Z).
BUDGET	Total revenue between \$121,048 and \$271,003 — 0.67x to 1.50x the subject's \$180,669 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

711 organizations qualified on sector, size, and geography → **711** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,967	\$24,849	\$47,510	\$74,182	\$106,991	\$19,054
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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 RI 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
Florida Coalition On Donation Inc	FL	\$180,569	Executive Di	\$60,000	\$57,267	2025
Pregnancy Helpline Of Three Rivers	MI	\$180,803	Executive Di	\$28,560	\$29,951	2025
Dpc Education Center	DC	\$180,530	Chief Executive Officer	\$52,520	\$48,064	2024
The Pregnancy Center Of Grand	CO	\$180,378	President	\$24,000	\$24,709	2023
Evangelical Services For The Aging	PA	\$180,374	President And Ceo	\$23,407	\$25,062	2023
Kansas Children's Foundation	KS	\$181,090	Executive Director	\$88,083	\$99,240	2024
Center For Women Pregnancy Counseling Services Inc	MI	\$181,103	Executive Director	\$37,624	\$41,696	2023
Lakewood Regional Healthcare Foundation	MN	\$180,042	Foundation Director	\$5,660	\$6,005	2023
Spanish Health Ministry Inc	PA	\$180,035	President	\$54,354	\$55,071	2025
Abortion Care For Tennessee	TN	\$179,958	Executive Director- left During Year	\$2,525	\$2,768	2024
Open Doors Adult Day Care Center	MO	\$179,920	Director	\$36,000	\$39,765	2024
Clc Transportation Inc	NY	\$181,474	Ceo (Through 9/30/2024)	\$19,131	\$18,029	2024
Creel Family Philanthropies	TX	\$181,568	Executive Di	\$8,496	\$8,863	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Hands Of Christ Inc	TN	\$179,547	President	\$64,032	\$70,193	2024
Speech Hearing And Rehabilitation	GA	\$181,899	Executive Dir.	\$14,167	\$14,856	2024
Bennetts Valley Ambulance Association	PA	\$182,295	Manager	\$35,443	\$36,861	2024
Lancaster Patient Care Center	NH	\$179,000	System Ceo	\$18,318	\$17,640	2024
Forestville Pregnancy Center Inc	MD	\$182,474	Sonogram Tech	\$9,720	\$9,477	2024
Noise For Now	NM	\$178,767	Executive Dir.	\$64,698	\$74,714	2023
Medical Staff Of St Mary Medical Center	CA	\$182,595	Chief Of Staff	\$44,000	\$39,623	2024
Greater Houston Area Health Education	TX	\$178,630	Executive Director	\$65,769	\$68,611	2024
Clarity Womens Care	IL	\$182,818	Exec Director	\$46,583	\$47,761	2024
Wyoming Health Resources Network Inc	WY	\$182,881	Executive Director	\$22,500	\$25,127	2024
The Institute For Poetic Medicine	CA	\$182,926	President/ceo	\$43,830	\$39,470	2024
Tri-county Memorial Foundation Inc	WI	\$178,267	Ceo-bghs	\$68,728	\$74,855	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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	711 organizations. Compensation range \$63–\$1,028,084; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$180,669); for reference, expenses \$315,146 and assets \$627,231. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Stacy Paterno, reported title " <i>EXECUTIVE VICE PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	172 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	31 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	18 th
Total compensation (D + F), as reported (no adjustments)	19 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	78 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 (Stacy Paterno) 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 10, 2026, comparing compensation against 711 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$19,054 is reasonable (approximately the 18th 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 10, 2026.