

Matrona Foundation

Executive Director / CEO

EIN 050601551
 NC · NTEE B60
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Diane Bartlett, Executive Director / CEO** (\$167,987) against **every comparable organization** that fit the selection criteria — **142** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

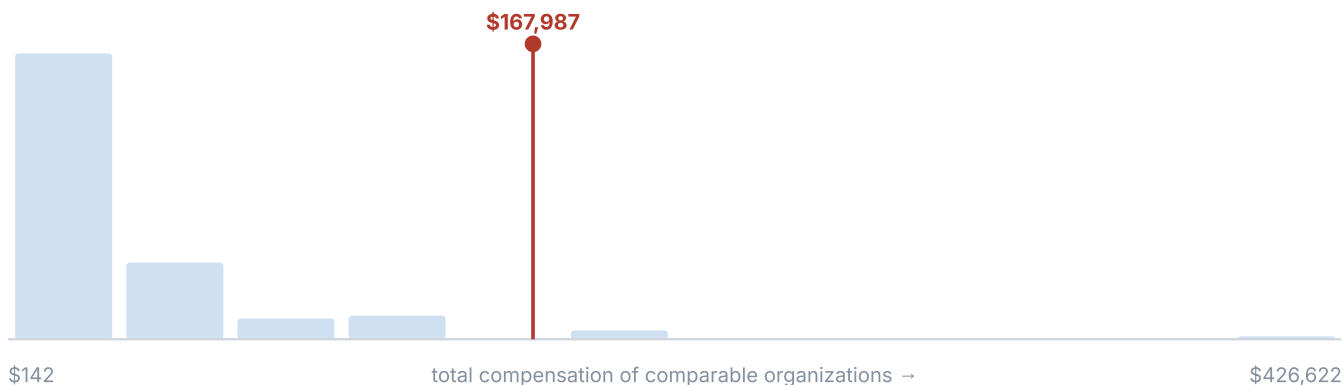
Benchmarked executive: Diane Bartlett — reported title “Headmistress”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B60).
BUDGET	Total revenue between \$25,774 and \$57,705 — 0.67x to 1.50x the subject's \$38,470 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

142 organizations qualified on sector, size, and geography → **142** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,702	\$8,884	\$16,950	\$42,034	\$90,202	\$167,987
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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 NC 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
Hastings College Foundation	NE	\$38,520	Interim Exec Director (End 1/2023)	\$14,228	\$14,810	2023
Every Student Counts Inc	CA	\$38,283	Foundation Manager	\$85,005	\$69,001	2024
Nacm Scholarship Foundation Inc	MD	\$38,260	President	\$18,945	\$17,142	2023
World Trade Center Delaware	DE	\$38,245	President	\$46,667	\$44,223	2023
Kathryn Long Scholarship Fund	WI	\$38,095	Co-trustee	\$3,818	\$3,652	2025
Bartlett Education Foundation	TN	\$37,958	Executive Director	\$18,470	\$18,789	2023
Oklahoma Parents For Student	OK	\$39,043	Executive Di	\$112,493	\$116,443	2024
Ipc Education Foundation	IL	\$39,047	President	\$129,837	\$119,991	2024
Language Connects Foundation	VA	\$37,709	Executive Director	\$47,104	\$42,754	2024
Vicki Romero Foundation	AZ	\$39,354	President	\$19,350	\$17,494	2024
Coachella Valley Unified School District	CA	\$39,498	President	\$21,198	\$17,715	2023
As-suffah Academy	PA	\$39,533	Teacher	\$14,000	\$13,124	2024
Green Town Properties Inc	NC	\$39,550	President	\$91,458	\$91,458	2023
Parents Connected	CA	\$37,316	Executive Director	\$18,000	\$14,611	2024
New Mexico Association Of Community	NM	\$37,264	Executive Di	\$104,493	\$108,770	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Capo Beach Christian School	CA	\$39,858	President	\$67,650	\$53,497	2025
Talent Learning Center Inc	NY	\$39,884	President	\$12,000	\$10,494	2023
Our Turn Action Network Inc	NY	\$39,938	Ceo	\$41,926	\$36,666	2023
Nemra Education Foundation	IN	\$39,974	Secretary/president	\$15,346	\$15,213	2024
Alleghany Highlands Regional Library Foundation	VA	\$39,981	Secretary	\$22,953	\$20,296	2025
Point Park University Foundation	PA	\$40,063	President (Exited 1/23)	\$442,037	\$426,622	2023
Illinois Education Association	IL	\$40,330	President	\$82,125	\$78,139	2023
Blue Rose Compass Inc	NJ	\$36,444	Executive Director	\$225,000	\$188,844	2024
West Dallas Community School Foundation	TX	\$36,355	Executive Director	\$30,958	\$29,971	2023
Ahu Ili	HI	\$36,344	President	\$38,289	\$32,224	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **142** organizations. Compensation range \$142–\$426,622; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$38,470); for reference, expenses \$206,088 and assets \$235,136. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Diane Bartlett, reported title " <i>Headmistress</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	53 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	73 rd

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 (Diane Bartlett) 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 142 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$167,987 is reasonable (approximately the 97th 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.