

# Frances Pope Memorial Foundation Inc

Executive Director / CEO

EIN 133605053  
 NY · NTEE T00Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Mary O'dowd, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **624** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **58<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Mary O'dowd — reported title "FORMER PRESIDENT", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

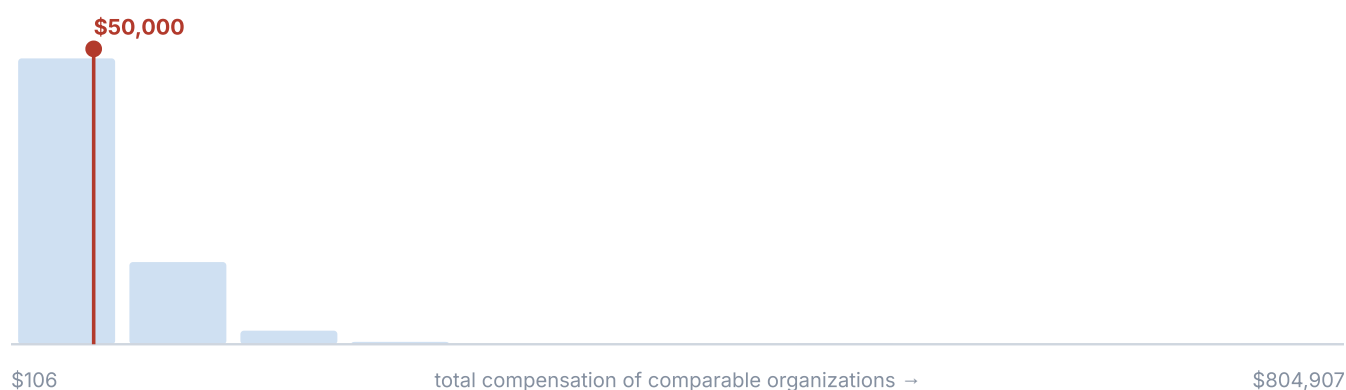
**SECTOR** Organizations sharing the subject's NTEE classification (T00Z).

**BUDGET** Total revenue between \$135,963 and \$304,395 — 0.67× to 1.50× the subject's \$202,930 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue.

**624** organizations qualified on sector, size, and geography → **624** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,339

\$23,837

\$43,389

\$68,297

\$100,727

\$50,000



## ■ 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 NY 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="#">Israel America Foundation Inc</a>	NY	\$202,951	Executive Direc	\$79,200	<b>\$79,200</b>	2023
<a href="#">Reconnect Shiurim Inc</a>	NJ	\$203,116	Secretary-director	\$28,350	<b>\$27,208</b>	2024
<a href="#">Stearns Electric Association Trust</a>	MN	\$202,713	Ceo - Stearns Electric Association	\$116,317	<b>\$123,543</b>	2024
<a href="#">Sam Foundation Inc</a>	AL	\$203,483	Executive Di	\$40,000	<b>\$46,450</b>	2024
<a href="#">William &amp; Barbara Fitzgerald Family Fdn</a>	NE	\$202,231	Director	\$19,567	<b>\$22,622</b>	2024
<a href="#">Gulf Coast Cares Inc</a>	FL	\$203,803	President/ceo	\$24,866	<b>\$25,851</b>	2023
<a href="#">Mccaw Family Foundation Inc</a>	IN	\$203,841	Director	\$65,459	<b>\$74,201</b>	2024
<a href="#">The Peoples Port Authority</a>	RI	\$203,982	Executive Director	\$80,000	<b>\$84,892</b>	2023
<a href="#">Bvm Foundation</a>	VA	\$201,839	Administrati	\$2,500	<b>\$2,671</b>	2023
<a href="#">United Way Of Dodge County Inc</a>	WI	\$201,720	Executive Director	\$18,375	<b>\$20,096</b>	2025
<a href="#">Graduate Medical Education Consortium Of Southwest</a>	VA	\$201,618	Executive Director	\$62,083	<b>\$66,337</b>	2023
<a href="#">Oak Harbor Educational Foundation</a>	WA	\$201,511	Executive Director	\$40,013	<b>\$39,645</b>	2023
<a href="#">American Charitable Trust Inc</a>	AZ	\$204,431	Director And Chief Financial Officer	\$2,595	<b>\$2,614</b>	2025
<a href="#">Anthony F Cordeiro Charitable</a>	MA	\$201,258	Director	\$6,000	<b>\$5,967</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bettendorf Community Schools Foundation</a>	IA	\$201,204	Administration	\$41,128	<b>\$48,405</b>	2024
<a href="#">Atchison United Way Board</a>	KS	\$200,949	Executive Director	\$8,620	<b>\$9,752</b>	2025
<a href="#">Angels On The Bay Inc</a>	NY	\$205,028	Vp	\$34,692	<b>\$33,697</b>	2024
<a href="#">The Grace Bomb Company</a>	MD	\$205,156	President	\$134,249	<b>\$138,896</b>	2023
<a href="#">Nehemiah Community Foundation</a>	CA	\$205,259	Coo	\$85,180	<b>\$81,398</b>	2023
<a href="#">Breast Cancer Eradication Initiative Inc</a>	TN	\$200,539	Executive Director	\$12,000	<b>\$13,559</b>	2024
<a href="#">Heads Hearts &amp; Hands Of Heartland Inc</a>	FL	\$205,501	Ceo/executive Director	\$24,500	<b>\$26,514</b>	2022
<a href="#">Sitka Sportsmans Assoc</a>	AK	\$205,603	Vice President	\$100	<b>\$106</b>	2023
<a href="#">Collision Industry Foundation</a>	VA	\$200,134	Trustee	\$7,800	<b>\$8,095</b>	2024
<a href="#">San Diego Harbor Police Foundation Inc</a>	CA	\$200,123	Ceo	\$116,274	<b>\$107,923</b>	2024
<a href="#">Jackrabbit Homes Inc</a>	AZ	\$200,000	Ceo	\$28,454	<b>\$30,283</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **624** organizations. Compensation range \$106–\$804,907; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$202,930); for reference, expenses \$217,779 and assets \$184,466.
ROLE MATCH	Mary O'dowd, reported title " <i>FORMER PRESIDENT</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	182 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	28 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	58 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	39 <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 (Mary O'dowd) 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 624 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 58<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.