

Eagleville Foundation

Executive Director / CEO

EIN 222565791
 PA · NTEE E24I
 FY ending 2024-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Eugene J Ott, Executive Director / CEO** (\$49,195) against **every comparable organization** that fit the selection criteria — **130** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Eugene J Ott — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E24I).
BUDGET	Total revenue between \$37,377 and \$83,682 — 0.67x to 1.50x the subject's \$55,788 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

130 organizations qualified on sector, size, and geography → **130** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,341	\$17,933	\$33,592	\$58,311	\$137,614	\$49,195
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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 PA 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
Lake County Medical Society Inc	IN	\$56,157	Board Member	\$8,400	\$8,883	2024
Christian Living Services	MI	\$55,000	Chief Strategy Officer	\$31,282	\$32,378	2024
Graniteone Health	NH	\$55,000	Trustee/coo/cmc Ceo	\$351,171	\$325,158	2024
Homecare & Hospice Foundation Inc	NY	\$54,636	Chief Executive Officer	\$22,269	\$20,775	2023
Faulkton Area Medical Center Foundation	SD	\$54,589	Foundation Coordinator	\$2,249	\$2,489	2024
Vna Of Care New England Foundation	RI	\$54,490	Director - President/ceo/cne	\$32,601	\$31,347	2024
Columbus County Hospital Foundation Inc	NC	\$57,088	Ceo	\$51,560	\$53,423	2024
Healthpoint Cares	WA	\$53,862	Secretary & Ceo	\$23,421	\$21,027	2024
Maxis Health System	MI	\$53,832	Director; President & Ceo	\$131,452	\$140,076	2023
Autoimmune Registry Inc	CT	\$58,563	Director Of Research	\$38,000	\$35,728	2024
Dermatology Pa Foundation	VA	\$53,007	Director	\$3,611	\$3,600	2023
Lane Rmc Foundation	LA	\$52,560	Executive Director	\$78,842	\$89,628	2023
Bon Secours Community Hospital Foundation	NY	\$59,079	Ceo - Bschs	\$85,192	\$77,195	2024
St Joseph Medical Center Of Ft Wayne	IN	\$52,232	Director	\$13,339	\$14,106	2024
Beth Israel Deaconess Department Of	MA	\$52,224	Director (Ex-officio) (Hmfp Ceo)	\$109,829	\$98,968	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Fox Foundation Inc	FL	\$59,376	Chairman/exe	\$125,000	\$117,754	2024
Hancock County Health System Foundation	IA	\$59,425	Foundation Director	\$4,615	\$5,067	2024
Mclaren Hospice And Home Care Foundation	MI	\$52,124	Mhmg Ceo & President	\$51,610	\$53,418	2024
Leonard Parker Pool Institute For Health	PA	\$52,041	Executive Director	\$20,859	\$21,475	2023
Dallas County Indigent Care	TX	\$59,611	Chair/president	\$131,276	\$135,571	2023
Mountain Health Gives	MT	\$59,665	Director	\$1,200	\$1,297	2024
Spiral Collective	MN	\$59,711	President	\$18,000	\$17,835	2024
Healthcare And Wellness Foundation	MN	\$51,864	President/ceo	\$40,349	\$41,161	2023
Michigan Emergency Services	MI	\$51,791	President	\$100,585	\$107,184	2023
Carolinasgeorgia Florida Chapter American Society	SC	\$59,812	Coo And Ed Director	\$31,000	\$33,389	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **130** organizations. Compensation range \$38–\$1,683,066; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$55,788); for reference, expenses \$47,443 and assets \$1,013,398.

ROLE MATCH	Eugene J Ott, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	73 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	68 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	72 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 (Eugene J Ott) 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 130 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,195 is reasonable (approximately the 68th 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.