

Southeastern Pa Intergroup

Executive Director / CEO

EIN 231465485
 PA · NTEE T22
 FY ending 2024-10-31
June 9, 2026

This analysis benchmarks the total compensation of **Fran Gaudini, Executive Director / CEO** (\$62,720) against **every comparable organization** that fit the selection criteria — **31** 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

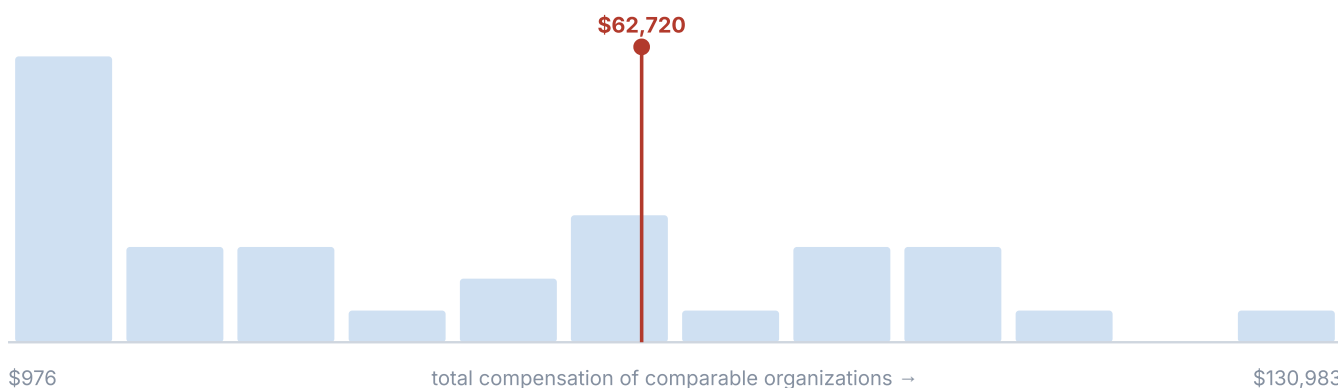
Benchmarked executive: Fran Gaudini — reported title “Office Manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (T22).
- BUDGET** Total revenue between \$192,107 and \$430,090 — 0.67x to 1.50x the subject's \$286,727 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (T22), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,801	\$10,401	\$37,586	\$76,190	\$91,346	\$62,720
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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
Sauganash Foundation	NY	\$280,083	Trustee	\$29,400	\$27,427	2023
Cassie Hines Shoes Cancer Foundation Inc	MI	\$294,164	Vice President - Executive Director	\$13,350	\$14,225	2023
Bonny Lea Charitable Foundation		\$294,876	Executive Director	\$98,872	\$98,872	2024
Anna's Celebration Of Life	IN	\$275,464	Director	\$51,688	\$54,659	2024
Delaware Preservation Fund Inc	DE	\$304,850	Program Director	\$4,890	\$4,801	2024
Grantmakers Of Oregon And Sw Washington	OR	\$310,685	President/ceo	\$136,621	\$130,983	2023
The Gerald S And Miriam M Friedkin	CA	\$262,367	Director	\$21,207	\$18,905	2023
St Stephens Episcopal School	FL	\$261,420	Ex-officio	\$9,349	\$9,067	2023
Walter & Avis Jacobs Foundation Inc	KY	\$256,115	President	\$10,000	\$10,496	2025
Blue Heron Foundation	CA	\$253,752	Director Of Communications	\$2,637	\$2,283	2024
Msda Charitable And Educational	MD	\$322,375	Executive Director	\$5,360	\$5,025	2024
Terrebonne Foundation For Academic	LA	\$326,465	Executive Director	\$56,000	\$61,835	2024
Blackacre Conservancy Inc	KY	\$326,500	Executive Director	\$70,000	\$77,642	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Norman A & Susan L Pappas Family	MI	\$330,349	Secretary	\$26,189	\$27,106	2024
Leadership Perimeter Inc	GA	\$339,391	Executive Di	\$90,600	\$91,350	2024
Hand Up For Women	TN	\$351,607	Executive Director	\$68,870	\$74,737	2023
Daniel Foundation Inc	FL	\$219,163	President/ceo	\$1,500	\$1,454	2023
Zarlengo Foundation	CO	\$362,095	Executive Dir.	\$95,000	\$91,346	2024
Worcester Public Library Foundation	MA	\$370,266	Executive Director/clerk	\$100,957	\$90,973	2024
Parson Of The Hills Foundation Inc	NC	\$373,789	Ceo Director	\$52,008	\$55,479	2023
Igrb Foundation	IL	\$197,858	Vice President & Secretary	\$80,133	\$78,999	2024
Abny Foundation Inc	NY	\$382,348	Ceo & Secretary	\$8,750	\$8,162	2023
Ironworkers Local 782 Joint	KY	\$382,411	Trustee	\$906	\$976	2024
Ridgecrest Foundation Inc	IA	\$383,077	Ceo	\$45,574	\$48,749	2025
Jimmie Johnson Foundation	NC	\$383,978	Executive Director	\$81,953	\$84,914	2024

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 **31** organizations. Compensation range \$976–\$130,983; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$286,727); for reference, expenses \$311,156 and assets \$352,190.
ROLE MATCH	Fran Gaudini, reported title "Office Manager", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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)	71 st
Reportable pay only (column D), adjusted	74 th
All sources (D + E + F), adjusted	39 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 (Fran Gaudini) 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 31 similarly situated organizations (Same NTEE sector (T22), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,720 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.