

# Hempfield Foundation

Executive Director / CEO

EIN 232740122

PA · NTEE B114

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Scott Bishop, Executive Director / CEO** (\$24,542) against **every comparable organization** that fit the selection criteria — **88** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43<sup>rd</sup>** percentile of comparable organizations within the typical range

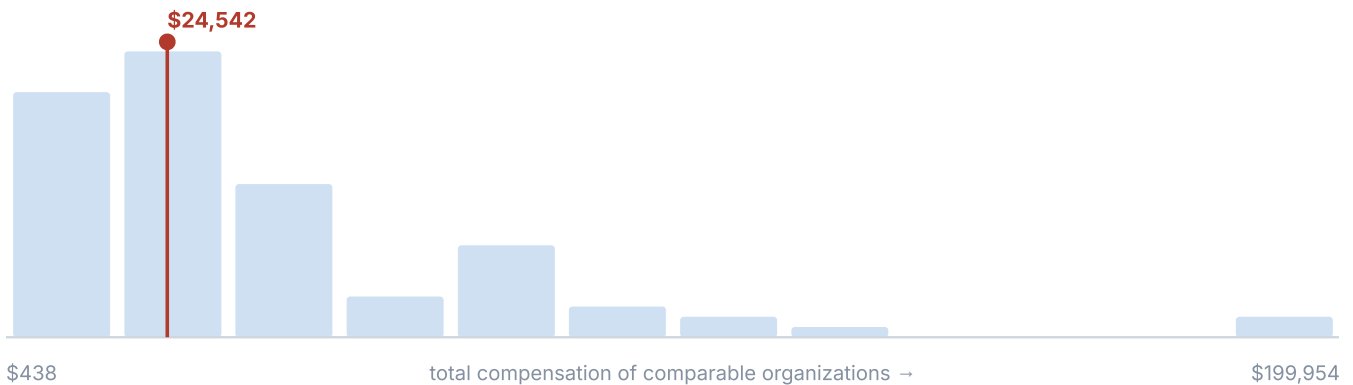
**Benchmarked executive:** Scott Bishop — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B114).
BUDGET	Total revenue between \$103,973 and \$232,777 — 0.67x to 1.50x the subject's \$155,185 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**88** organizations qualified on sector, size, and geography → **88** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$6,168	\$16,558	\$26,462	\$47,296	\$79,256	<b>\$24,542</b>
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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
<a href="#">Icpi Foundation For Education And</a>	VA	\$155,870	President & Ceo	\$19,964	<b>\$19,901</b>	2023
<a href="#">Pinkney Innovation Complex For Science &amp;</a>	MD	\$152,797	Executive Director	\$41,024	<b>\$39,596</b>	2023
<a href="#">Sc Technology Center Inc</a>	MI	\$158,481	Director & President	\$188,886	<b>\$195,503</b>	2024
<a href="#">Aggie Redrock Foundation</a>	UT	\$158,497	Treasurer	\$78,986	<b>\$78,975</b>	2025
<a href="#">Cdu Foundation</a>	CA	\$158,600	Treasurer	\$35,190	<b>\$31,371</b>	2023
<a href="#">Mustang Mockingbird Properties</a>	TX	\$151,250	President	\$85,562	<b>\$85,826</b>	2024
<a href="#">Nacs Foundation</a>	OH	\$159,133	Ceo	\$21,014	<b>\$22,319</b>	2024
<a href="#">Cap And Gown Project</a>	AL	\$159,392	Executive Director	\$27,000	<b>\$29,250</b>	2024
<a href="#">Cascia Hall Foundation</a>	OK	\$147,933	Assistant Treasurer	\$14,275	<b>\$16,228</b>	2023
<a href="#">The Fay School Endowment Fund</a>	TX	\$164,447	Head Of School	\$28,931	<b>\$29,878</b>	2023
<a href="#">Friends Of Vada At Santa Barbara High School</a>	CA	\$145,475	Director/chairman	\$10,000	<b>\$8,436</b>	2025
<a href="#">Santa Rosa Academy Foundation</a>	CA	\$165,173	President	\$53,021	<b>\$45,911</b>	2024
<a href="#">University Of Northern California</a>	CA	\$165,491	President	\$30,000	<b>\$26,744</b>	2023
<a href="#">Fit Holding Inc</a>	OK	\$165,816	President	\$5,608	<b>\$6,376</b>	2023
<a href="#">Westerville South Athletic Boosters</a>	OH	\$167,335	Concession C	\$6,000	<b>\$6,208</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Friends Of Soldiers Memorial Library</a>	ME	\$142,337	Library Director	\$14,153	<b>\$14,631</b>	2023
<a href="#">Marine Military Academy Foundation</a>	TX	\$168,034	President	\$67,778	<b>\$67,987</b>	2024
<a href="#">Lancaster-lebanon Education Foundat</a>	PA	\$168,501	Exec Dir At	\$92,968	<b>\$92,968</b>	2024
<a href="#">Bear Valley Usd Education Foundation</a>	CA	\$141,267	President	\$1,910	<b>\$1,611</b>	2025
<a href="#">West Coast Thunder</a>	CA	\$140,749	Executive Dir.	\$31,268	<b>\$27,075</b>	2024
<a href="#">Eccs Building Company</a>	MN	\$170,500	Chair	\$17,689	<b>\$18,044</b>	2023
<a href="#">White Plains Library Foundation Inc</a>	NY	\$138,562	Part Time Executive Direct	\$72,000	<b>\$67,169</b>	2023
<a href="#">Friends Of Upland Choral Music</a>	CA	\$172,068	Treasurer	\$7,200	<b>\$6,073</b>	2025
<a href="#">Montreat College Foundation</a>	NC	\$137,178	Ceo	\$58,089	<b>\$61,966</b>	2023
<a href="#">Lps Education Foundation Inc</a>	MI	\$136,977	Executive Director(non-vote)	\$42,850	<b>\$43,207</b>	2025

**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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

**PEER COUNT** 88 organizations. Compensation range \$438–\$199,954; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$155,185); for reference, expenses \$190,450 and assets \$818,816.

ROLE MATCH	Scott Bishop, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	43 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	44 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	22 <sup>nd</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 (Scott Bishop) 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 88 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$24,542 is reasonable (approximately the 43<sup>rd</sup> 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.