

The Patient Safety Organization

Executive Director / CEO

EIN 263668577

FL · NTEE E05

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Mary C Mayhew, Executive Director / CEO** (\$246,159) against **every comparable organization** that fit the selection criteria — **650** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Mary C Mayhew — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E05).

BUDGET Total revenue between \$114,828 and \$257,079 — 0.67x to 1.50x the subject's \$171,386 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

650 organizations qualified on sector, size, and geography

→ **650** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,408

\$25,234

\$47,909

\$75,346

\$107,258

\$246,159



● 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 FL 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
St Luke Hospital Foundation	KS	\$171,388	Exec Dir - T	\$328	\$377	2024
Americans For Homeopathy Choice Fou	DC	\$170,989	Ceo	\$61,200	\$57,168	2024
Camelot Center	OH	\$170,877	Program Director	\$44,775	\$50,482	2024
Teamfund Inc	VA	\$171,926	Managing Partner	\$406,825	\$418,137	2024
Integrity Unlimited Community	NC	\$172,029	Vice Preside	\$22,320	\$25,274	2023
Blood Bank Real Property Inc	HI	\$172,476	Vice President/director	\$13,676	\$13,034	2024
Medical Loan Closet Of Henderson	NC	\$172,846	Executive Di	\$30,500	\$33,547	2024
A Thousand Joys Inc	CA	\$172,864	Ceo	\$100,000	\$91,918	2024
Minnesota Rural Health Association	MN	\$172,873	Exec Director	\$35,400	\$38,335	2023
Aaf Community Health Foundation	TX	\$169,890	President & Ceo	\$47,205	\$51,749	2023
Healthy Homeworks	ME	\$172,895	Executive Director	\$76,502	\$81,544	2024
Grant Avenue Community Center	CO	\$169,756	Executive Di	\$37,102	\$37,870	2024
Diversity Perspective Inc	FL	\$173,090	Co Founder	\$5,000	\$5,000	2024
Alzheimers Of Glynn Brunswick Inc	GA	\$173,184	Executive Dir.	\$54,226	\$58,039	2024
Wallingford Rescue Inc	VT	\$169,297	President	\$60	\$64	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Heart Mountain Volunteer Med Clini	WY	\$169,204	Executive Di	\$42,481	\$48,423	2024
Top O Texas Crisis Pregnancy Center	TX	\$173,623	Executive Director	\$34,900	\$38,260	2023
Chippewa Health Access Coalition	MI	\$173,892	Executive Di	\$66,688	\$75,436	2023
Greene County General Hospital Foundation	IN	\$173,967	Foundation Director	\$89,500	\$100,469	2024
Good Hope Inc	MA	\$168,787	President	\$15,600	\$15,363	2023
Four Winds Center For Healing	PA	\$174,265	President	\$72,207	\$78,915	2023
Big Horn County Hospital And Health Care	MT	\$174,293	Director (Through October 2022)	\$17,141	\$20,249	2023
American Board Of Dental Examiners Inc	AL	\$174,337	Executive Director	\$65,000	\$74,750	2024
Presence Health Partners Services	MO	\$168,408	Director (End 12/2022)	\$49,417	\$57,361	2023
Greene Care Clinic	VA	\$174,410	Executive Director	\$69,921	\$73,988	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 **650** organizations. Compensation range \$64–\$1,049,375; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$171,386); for reference, expenses \$297,900 and assets \$1,269,162. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Mary C Mayhew, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	165 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	97 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 (Mary C Mayhew) 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 650 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$246,159 is reasonable (approximately the 98th 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.