

International Cardioncology Society Of North America Inc

Executive Director / CEO

EIN 272139051

FL · NTEE T30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephen J Casselli, Executive Director / CEO** (\$120,000) against **every comparable organization** that fit the selection criteria — **215** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

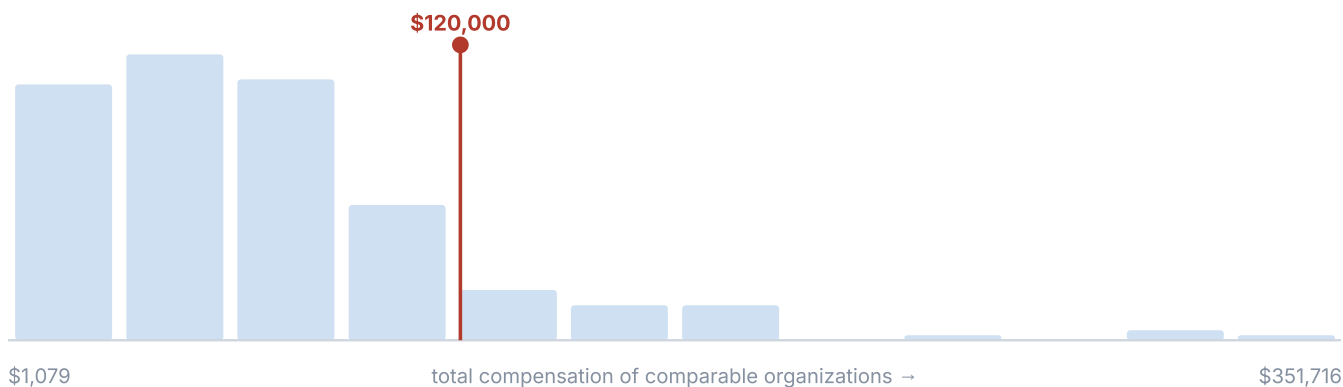
Benchmarked executive: Stephen J Casselli — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$328,507 and \$735,463 — 0.67x to 1.50x the subject's \$490,309 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

215 organizations qualified on sector, size, and geography → **215** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,237 10TH	\$31,642 25TH	\$59,165 MEDIAN	\$89,379 75TH	\$142,995 90TH	\$120,000 THIS ORG · 87TH
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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 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
Pregnancy Help Center Of Galveston Inc	TX	\$491,348	Executive Director	\$71,966	\$74,432	2024
Partnership For Community Development Ltd	NY	\$491,449	Director	\$39,548	\$36,949	2024
Jaws Youth Fund Inc	NJ	\$491,670	Executive Director	\$128,175	\$121,819	2023
Cancer Services Network Inc	TX	\$487,171	Executive Director	\$70,010	\$72,408	2024
Social Justice Charitable Corporation	AZ	\$485,271	Director And Secretary	\$24,000	\$24,570	2023
The Emma Alyson & Kate Hance	NY	\$484,071	Executive Director	\$48,532	\$45,344	2024
St Joseph Missions Inc	IN	\$483,691	Executive Di	\$69,513	\$75,794	2024
National Hospice Foundation Inc	VA	\$483,563	Interim Ceo	\$56,930	\$58,513	2023
Community Clinics At Memorial Regional	CO	\$479,457	President	\$49,323	\$48,900	2024
Give A Note Foundation Inc	IN	\$501,177	Coo, Board Secretary	\$10,140	\$11,056	2024
Auguste Escoffier Educational Fund Inc	IL	\$477,033	President	\$88,994	\$93,133	2023
Ase Education And Research Foundation	NC	\$475,571	Ceo	\$294,563	\$314,693	2024
Precious Dreams Foundation	NY	\$474,568	Executive Director	\$89,077	\$85,683	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Girls On The Run Hudson Valley Inc	NY	\$473,595	Executive Di	\$88,025	\$82,242	2024
The Methodist Foundation Of Ohio Incorporated	OH	\$507,172	Executive Director	\$141,050	\$154,464	2024
Square One Education Network	MI	\$509,265	Executive Di	\$88,580	\$97,325	2023
Davis Health System Foundation Inc	WV	\$509,478	Executive Director	\$161,074	\$185,648	2023
The Declan Drumm Sullivan Memorial	IL	\$509,864	Trustee	\$45,000	\$45,742	2024
Foundation For Women	CA	\$469,531	Board Trustee	\$18,006	\$16,076	2024
The Livity Foundation Inc	SC	\$469,434	Executive Director	\$63,326	\$68,307	2024
Steam Onward Incorporated	MD	\$469,128	Seed Farming Education Director	\$12,466	\$12,050	2024
Endless Highway Inc	NY	\$512,435	Operations Director	\$82,774	\$77,335	2024
Lifelink International Inc	AL	\$466,080	President	\$130,300	\$145,546	2024
Academic Freedom Alliance	NJ	\$514,624	Dir. Operations	\$99,543	\$94,607	2023
Simon Family Foundation	OH	\$465,819	Treasurer Thru 3/28/2023	\$40,331	\$45,471	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 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 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	215 organizations. Compensation range \$1,079–\$351,716; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$490,309); for reference, expenses \$442,693 and assets \$335,910.
ROLE MATCH	Stephen J Casselli, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	43 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	90 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 (Stephen J Casselli) 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 215 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$120,000 is reasonable (approximately the 87th 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.