

# Famohio Inc

Executive Director / CEO

EIN 311353807

OH · NTEE E80Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Lisa Raterman, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **18** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 6<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Lisa Raterman — reported title “Event Coordinator”, 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 (E80Z).

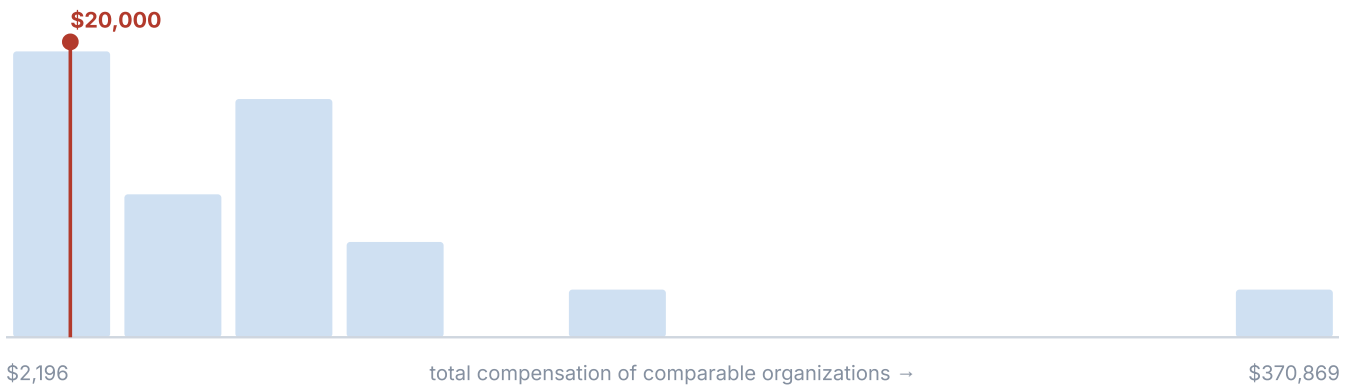
**BUDGET** Total revenue between \$130,477 and \$292,114 — 0.67x to 1.50x the subject's \$194,743 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E80), nationwide + budget 0.67–1.5x revenue.

**18** organizations qualified on sector, size, and geography

→ **18** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,226

\$27,123

\$56,911

\$80,057

\$132,297

\$20,000



## ■ 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 OH 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="#">South Dakota Dental Foundation</a>	SD	\$192,664	Executive Director	\$20,075	<b>\$21,536</b>	2023
<a href="#">Restore Hope</a>	NH	\$191,675	Executive Director	\$90,000	<b>\$76,439</b>	2025
<a href="#">Medical Mutual Of Ohio Charitable Founda</a>	OH	\$206,399	Treasurer	\$46,913	<b>\$46,913</b>	2024
<a href="#">Chippewa Health Access Coalition</a>	MI	\$173,892	Executive Di	\$66,688	<b>\$66,909</b>	2023
<a href="#">Patient Care Foundation Of</a>	CA	\$217,183	Chief Executive Officer	\$35,329	<b>\$29,654</b>	2023
<a href="#">Vaad Ltzorchay Refuah</a>	NY	\$217,480	Ceo	\$50,415	<b>\$43,012</b>	2024
<a href="#">Teamfund Inc</a>	VA	\$171,926	Managing Partner	\$406,825	<b>\$370,869</b>	2024
<a href="#">Mccurtain Memorial</a>	OK	\$222,915	Ceo	\$23,716	<b>\$24,656</b>	2024
<a href="#">Honoring Choices</a>	MN	\$234,167	1/1 To 12/27 Executive Director	\$71,000	<b>\$68,194</b>	2023
<a href="#">Western New York Law Enforcement Helpline Inc</a>	NY	\$153,985	Coordinator	\$48,544	<b>\$41,416</b>	2024
<a href="#">Hyp-access Inc</a>	NY	\$236,566	Pres./co-chair	\$2,500	<b>\$2,196</b>	2023
<a href="#">Nash Education Corporation</a>	PA	\$245,503	Executive Dir.	\$77,500	<b>\$72,969</b>	2024
<a href="#">Southeast Pennsylvania Area Health</a>	PA	\$249,589	Executive Di	\$101,250	<b>\$98,147</b>	2023
<a href="#">Mcamericas Realty Inc</a>	TX	\$252,007	Ceo And Cfo	\$21,709	<b>\$20,503</b>	2024
<a href="#">Sunflower Health Network Inc</a>	KS	\$256,817	Executive Director	\$25,764	<b>\$26,279</b>	2024
<a href="#">Finger Lakes &amp; Southern Tier Bhcc Ipa I</a>	NY	\$130,755	Executive Officer	\$133,229	<b>\$113,666</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ucare Iowa</a>	MN	\$259,544	President & Ceo	\$188,405	<b>\$175,768</b>	2024
<a href="#">Facts About Fertility Inc</a>	PA	\$287,505	Cofounder & Executive Director	\$83,833	<b>\$81,263</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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	18 organizations. Compensation range \$2,196–\$370,869; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$194,743); for reference, expenses \$201,447 and assets \$271,757.
ROLE MATCH	Lisa Raterman, reported title <i>"Event Coordinator"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	6 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	6 <sup>th</sup>
Reportable pay only (column D), adjusted	44 <sup>th</sup>

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All sources (D + E + F), adjusted

6<sup>th</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

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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 (Lisa Raterman) 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 18 similarly situated organizations (Same NTEE sector (E80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 6<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.