

# Hogans Junior Golf Foundation

Executive Director / CEO

EIN 470809385

NE · NTEE P80

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Stephanie Patsalis, Executive Director / CEO** (\$23,695) against **every comparable organization** that fit the selection criteria — **275** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **16<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Stephanie Patsalis — 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 (P80).
BUDGET	Total revenue between \$230,953 and \$517,059 — 0.67x to 1.50x the subject's \$344,706 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P80), nationwide + budget 0.67–1.5x revenue.

**275** organizations qualified on sector, size, and geography → **275** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,733	\$31,893	\$51,817	\$68,156	\$81,821	\$23,695
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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 NE 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="#">Corazon A Corazon</a>	IL	\$345,264	Executive Dir.	\$60,000	<b>\$53,270</b>	2024
<a href="#">Waterville Valley Adaptive Sports</a>	NH	\$344,040	Executive Director	\$21,104	<b>\$17,598</b>	2024
<a href="#">Suzerain</a>	SC	\$342,464	Executive Di	\$55,000	<b>\$51,817</b>	2024
<a href="#">Autism Society Of Maine</a>	ME	\$342,179	Executive Director (Former)	\$56,638	<b>\$49,897</b>	2025
<a href="#">Young Audiences Of Northeast Texas Inc</a>	TX	\$340,792	Executive Dir.	\$50,417	<b>\$46,890</b>	2023
<a href="#">Next Move Program</a>	VA	\$340,422	Executive Director & Co-founder	\$78,757	<b>\$70,701</b>	2023
<a href="#">Hartford Artisans Weaving Center Inc</a>	CT	\$349,093	Executive Director	\$75,000	<b>\$63,505</b>	2024
<a href="#">Hoyt Foundation Inc</a>	MA	\$350,597	Director	\$5,000	<b>\$4,058</b>	2024
<a href="#">Jackson Center For Conductive Education</a>	IN	\$338,751	Program Director	\$55,000	<b>\$53,926</b>	2023
<a href="#">Carribean Equality Project Inc</a>	NY	\$351,131	Executive Director	\$54,120	<b>\$45,469</b>	2023
<a href="#">Rise Women Leadership Conference</a>	RI	\$337,934	Executive Director	\$5,000	<b>\$4,458</b>	2023
<a href="#">Burma Humanitarian Mission</a>	UT	\$337,697	Executive Director	\$24,480	<b>\$22,043</b>	2025
<a href="#">The Way 2 Serve Inc</a>	AL	\$351,778	President	\$80,500	<b>\$78,538</b>	2024
<a href="#">Seniors Vs Crime Inc</a>	FL	\$352,975	President	\$37,560	<b>\$31,043</b>	2025
<a href="#">Caroline Baird Crichfield Fund For Women</a>	VT	\$353,749	Vice President	\$22,600	<b>\$21,149</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Soleana Stables</a>	TX	\$354,040	Executive Director	\$85,000	<b>\$76,785</b>	2024
<a href="#">Birthline</a>	NE	\$334,590	Executive Director	\$48,417	<b>\$47,028</b>	2024
<a href="#">Planned Lifetime Assistance Network Of Arizona Inc</a>	AZ	\$355,075	Executive Director - President	\$97,977	<b>\$87,608</b>	2023
<a href="#">Waterfall Foundation</a>	AK	\$355,161	Ex. Director/secr.	\$36,000	<b>\$31,082</b>	2024
<a href="#">Women's Fund Of Hawai'i</a>	HI	\$333,935	Admin. Coord	\$48,532	<b>\$39,240</b>	2024
<a href="#">Rebuilding Together Fargo-moorhead</a>	ND	\$355,535	Executive Di	\$57,750	<b>\$57,233</b>	2024
<a href="#">Po-mar-lin Fire Company</a>	PA	\$356,227	President	\$13,012	<b>\$11,719</b>	2024
<a href="#">Raising Harts Corporation</a>	MA	\$332,098	President/ Ceo	\$15,500	<b>\$12,578</b>	2024
<a href="#">Supporting The Taylor House Inc</a>	CA	\$357,458	Executive Dir.	\$14,808	<b>\$11,888</b>	2023
<a href="#">Senora Woods Retirement Community</a>	MI	\$357,572	President & Ceo	\$31,878	<b>\$30,592</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NE 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 NE 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 275 organizations. Compensation range \$548–\$342,231; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$344,706); for reference, expenses \$365,099 and assets \$147,224.

**ROLE MATCH** Stephanie Patsalis, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 23 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 8 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	16 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	22 <sup>nd</sup>
All sources (D + E + F), adjusted	14 <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**

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 (Stephanie Patsalis) 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 275 similarly situated organizations (Same NTEE sector (P80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,695 is reasonable (approximately the 16<sup>th</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 9, 2026.