

Positive Family Partners Inc

Executive Director / CEO

EIN 471827747

FL · NTEE E60

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Pat Grosz, Executive Director / CEO** (\$18,000) against **every comparable organization** that fit the selection criteria — **104** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Pat Grosz — reported title "CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (E60).

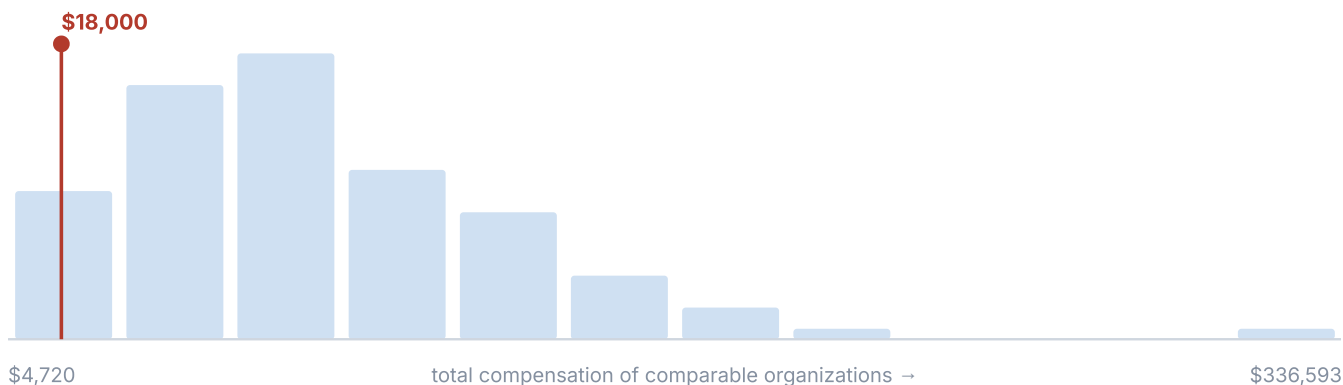
BUDGET Total revenue between \$262,858 and \$588,489 — 0.67x to 1.50x the subject's \$392,326 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

104 organizations qualified on sector, size, and geography

→ **104** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,408

\$50,148

\$72,976

\$110,284

\$143,105

\$18,000



■ 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 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
Children's Health Ventures Inc	NJ	\$394,773	President/ceo	\$166,518	\$153,721	2024
White Pine Center For Healing Corp	PA	\$387,213	Executive Di	\$47,500	\$50,423	2023
Vermont Association Of Hospitals &	VT	\$386,874	Vice Chair/s	\$64,220	\$66,834	2024
Man Cave Health Inc	NY	\$398,267	Director	\$110,306	\$103,058	2024
Wise Health Foundation	TX	\$399,867	Ceo Of System	\$134,823	\$143,562	2023
Lifeline Pregnancy Help Center Inc	NC	\$400,449	Executive Director	\$49,280	\$54,203	2023
St Louis Health Equipment Lending	MO	\$401,059	Executive Di	\$100,653	\$110,225	2024
A Time To Heal Inc	NE	\$401,881	Executive Director	\$124,059	\$142,037	2023
Albert Schweitzer Fellowship Of Alabama	AL	\$379,236	Executive Director (Oct-may)	\$55,632	\$60,539	2025
Living Hope Wheelchair Association	TX	\$377,672	Executive Director	\$120,000	\$127,778	2023
Sayre House Of Hope	PA	\$377,190	Director - President/ceo Tgc	\$192,157	\$203,982	2023
West Virginia Rural Health Association	WV	\$377,104	Executive Director	\$75,713	\$87,264	2023
Confluence HrkC	MO	\$411,620	Finance Coor	\$40,782	\$44,661	2024
Chaddock Behavioral Health Services	IL	\$371,712	President/ceo	\$51,066	\$51,908	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Utah Public Health Association	UT	\$370,633	Executive Director	\$76,050	\$80,477	2024
Uhphealth Inc	TX	\$414,126	Executive Director	\$78,003	\$80,676	2024
Edi Institute Inc	MA	\$369,132	Vp Partner Services	\$116,500	\$108,243	2024
Cactus Cancer Society	CA	\$416,929	President	\$84,792	\$73,752	2025
Nacogdoches Treatment Center For	TX	\$365,879	Executive Dir.	\$85,883	\$88,826	2024
Medbank Foundation Inc	GA	\$420,934	Executive Di	\$79,358	\$82,501	2024
Als United Rhode Island	RI	\$422,201	Executive Director	\$95,000	\$91,758	2025
Youthcast Media Group Inc	VA	\$423,891	Ceo & Founder	\$122,596	\$126,005	2023
Oregon Spinal Cord Injury Connection	OR	\$427,229	Executive Director	\$73,334	\$70,414	2024
Center For Healthcare Careers Of	WI	\$427,710	Executive Director	\$138,970	\$150,062	2024
Interfaith Caregivers Of Greater Mercer County Inc	NJ	\$428,586	Exec Director	\$63,269	\$58,407	2024

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 104 organizations. Compensation range \$4,720–\$336,593; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$392,326); for reference, expenses \$405,038 and assets \$35,691.

ROLE MATCH	Pat Grosz, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	7 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 (Pat Grosz) 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 104 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$18,000 is reasonable (approximately the 8th 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.