

Clarence Schock Memorial Park At Governor

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dr David Eichler, Executive Director / CEO** (\$4,273) against **every comparable organization** that fit the selection criteria — **162** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **10th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Dr David Eichler — reported title "ALLOCATEUR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

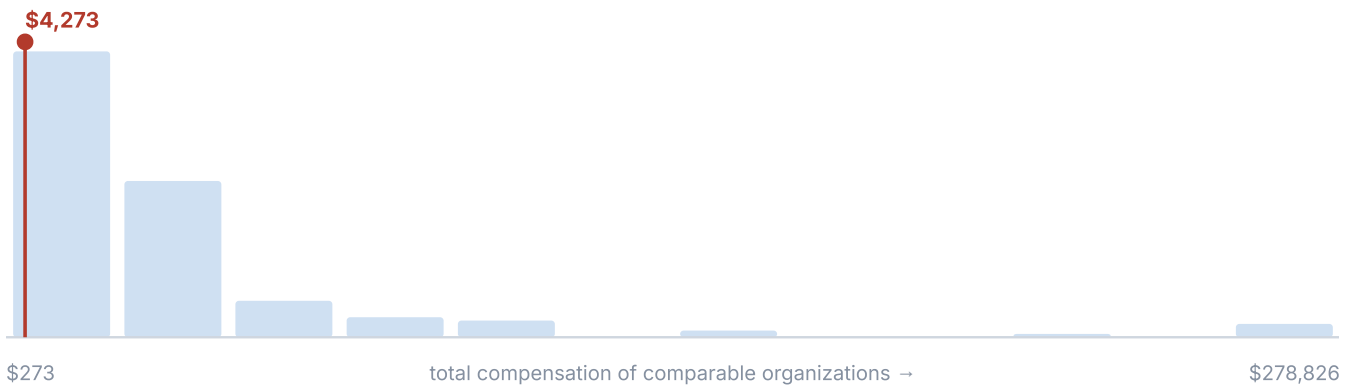
SECTOR Organizations sharing the subject's NTEE classification (T90).

BUDGET Total revenue between \$40,279 and \$90,177 — 0.67x to 1.50x the subject's \$60,118 (the band tightens as size grows).

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

162 organizations qualified on sector, size, and geography → **162** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,024	\$9,808	\$21,848	\$36,120	\$74,634	\$4,273
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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 PA 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
Baton Rouge New Community Homes	LA	\$59,781	President/ceo	\$21,418	\$23,650	2024
Nathalie & Theodore Jones Charitable	MA	\$59,543	Trustee	\$9,991	\$9,269	2023
Tabitha M Devisconti Residual Trust	NC	\$60,720	Trustee	\$3,500	\$3,626	2024
Lyn Stacie Getz Foundation Inc	MD	\$59,459	President & Public Director	\$12,125	\$11,367	2024
Greater Pittsburgh Automobile Dealers	PA	\$61,170	Ceo	\$30,514	\$30,514	2024
Agudath Israel Of America Foundation	NY	\$61,770	Executive Vice President	\$39,395	\$35,697	2024
Sagerstrong Foundation Inc	GA	\$58,457	President	\$4,750	\$4,789	2024
Retired Boston Police Officers	MA	\$61,870	President	\$2,175	\$1,960	2024
Muskingum County Senior Services	OH	\$58,351	Vice Preside	\$13,000	\$14,215	2023
Nathalie & Theodore Jones Charitable	MA	\$58,341	Trustee	\$11,015	\$9,926	2024
Podhurst Family	FL	\$58,160	Board Member	\$279,869	\$271,432	2023
Nathalie & Theodore Jones Charitable	MA	\$58,126	Trustee	\$11,037	\$9,946	2024
The American Foundation For Jewish Education Inc	NJ	\$58,048	President/ Ceo	\$30,497	\$27,304	2024
Kidney Foundation Of Ohio Real Estate	OH	\$62,349	Executive Director	\$24,194	\$26,456	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Jean And Saul A Mintz Family Foundation	LA	\$57,841	Director	\$12,957	\$14,307	2024
J F And Lake K Davis Trust	VA	\$57,640	Trustee	\$10,184	\$9,860	2024
Realty Holdings Inc Of The Quad Cities	IA	\$62,686	Treasurer	\$20,985	\$23,041	2024
Sutton County Community Trust	TX	\$62,697	Trustee	\$2,400	\$2,407	2024
Black Mountain Center Foundation	NC	\$62,954	Executive Director	\$10,245	\$10,615	2024
International Therapist Fund	MI	\$62,981	President	\$22,000	\$23,443	2023
Zimmerman Fund For Children	MD	\$57,128	Public Director	\$36,499	\$34,218	2024
Bay Harbor Foundation	MI	\$56,553	Executive Director	\$8,000	\$8,525	2023
The Davidson County Education	NC	\$63,733	Admin. Direc	\$5,800	\$6,187	2023
Cottage Health Foundation	IL	\$64,029	Chief Executive Officer	\$25,452	\$25,833	2023
Helene Diamond & Jorde Nathan Family	IL	\$64,210	Treasurer	\$80,133	\$78,999	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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 **162** organizations. Compensation range \$273–\$278,826; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$60,118); for reference, expenses \$54,991 and assets \$1,119,898.
ROLE MATCH	Dr David Eichler, reported title "ALLOCATEUR", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	91 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	10 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	64 th
All sources (D + E + F), adjusted	6 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 (Dr David Eichler) 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 162 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,273 is reasonable (approximately the 10th 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.