

This analysis benchmarks the total compensation of **John A Schiavone, Executive Director / CEO** (\$81,563) against **every comparable organization** that fit the selection criteria — **47** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

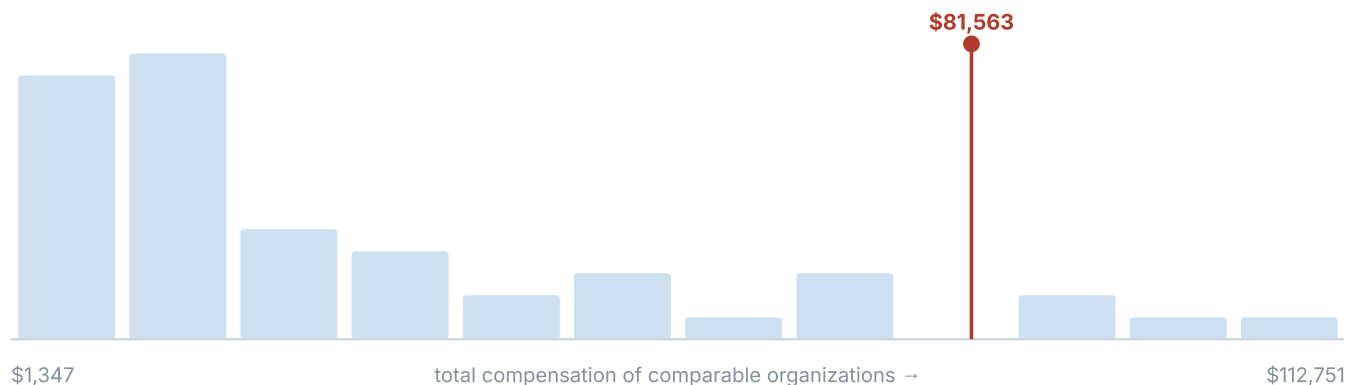
**Benchmarked executive:** John A Schiavone — reported title "PRESIDENT & CEO", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P11).
BUDGET	Total revenue between \$122,301 and \$273,810 — 0.67x to 1.50x the subject's \$182,540 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P11), nationwide + budget 0.67–1.5x revenue.

**47** organizations qualified on sector, size, and geography → **47** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,000	\$11,146	\$18,168	\$40,668	\$68,017	<b>\$81,563</b>
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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 MD 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="#">The Ida And Asset Building Collaborative</a>	NC	\$181,131	Executive Director	\$102,018	<b>\$112,751</b>	2023
<a href="#">The Arc Gateway Foundation Inc</a>	FL	\$184,048	Chief Executive Officer	\$14,562	<b>\$14,212</b>	2024
<a href="#">Hdpi Inc</a>	VA	\$185,226	Director	\$14,347	<b>\$14,817</b>	2023
<a href="#">Chris 180 Support Organization Inc</a>	GA	\$179,787	Board Chair (Chris 180 Ceo)	\$18,340	<b>\$19,725</b>	2023
<a href="#">Tomorrow's Children Of Wisconsin Inc</a>	WI	\$179,512	President	\$11,756	<b>\$12,756</b>	2024
<a href="#">Goodwill Properties Inc</a>	IA	\$185,640	President/ce	\$6,991	<b>\$7,952</b>	2024
<a href="#">Alzheimer's Community Care</a>	FL	\$186,562	Former Ceo (7/1/23-3/7/24)	\$4,651	<b>\$4,540</b>	2024
<a href="#">Family Counseling Center Foundation Inc</a>	NY	\$176,619	Executive Director	\$16,118	<b>\$15,132</b>	2024
<a href="#">Clayton Youth Enrichment Foundation</a>	TX	\$188,564	President	\$17,482	<b>\$18,168</b>	2024
<a href="#">Desc Hobson Clinic Qalich</a>	WA	\$188,920	President/desc Executive Director	\$28,556	<b>\$26,562</b>	2024
<a href="#">Hamilton Center Foundation Inc</a>	IN	\$175,796	President / Ceo	\$44,532	<b>\$50,231</b>	2023
<a href="#">Feeding The Need</a>	TN	\$191,818	Chief Executive Officer	\$1,198	<b>\$1,347</b>	2023
<a href="#">Freedom To Captives</a>	FL	\$195,547	President	\$69,000	<b>\$67,344</b>	2024
<a href="#">The Black Feather Foundation</a>	VA	\$200,023	President & Ceo	\$21,667	<b>\$22,377</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sitrin Foundation Inc</a>	NY	\$200,153	Ceo	\$18,000	<b>\$16,899</b>	2024
<a href="#">Mary Graham Children's Foundation</a>	CA	\$201,194	Executive Director	\$93,567	<b>\$86,421</b>	2023
<a href="#">Community Hope Foundation Inc</a>	NJ	\$160,894	Executive Director	\$10,249	<b>\$9,507</b>	2024
<a href="#">Missouri Bar Foundation</a>	MO	\$160,256	Secretary	\$45,963	<b>\$52,071</b>	2023
<a href="#">Memphis Union Mission Support Corporati</a>	TN	\$160,200	President	\$11,240	<b>\$12,275</b>	2024
<a href="#">Vicar's Landing Foundation Inc</a>	FL	\$206,417	Chief Executive Officer	\$42,670	<b>\$41,646</b>	2024
<a href="#">Northeastern Association Of The Blind</a>	NY	\$155,593	Ceo	\$3,296	<b>\$3,186</b>	2023
<a href="#">Village On The Isle Foundation Inc</a>	FL	\$209,517	Chief Executive Officer	\$11,687	<b>\$11,743</b>	2023
<a href="#">Mother Of Mercy Foundation</a>	MN	\$153,964	Foundation Executive Director	\$35,509	<b>\$36,453</b>	2024
<a href="#">Hope Ventures Inc</a>	CA	\$216,685	President & Ceo	\$75,000	<b>\$67,284</b>	2024
<a href="#">Arcadia Improvement Association</a>	CA	\$147,732	Executive Director	\$101,650	<b>\$91,193</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **47** organizations. Compensation range \$1,347–\$112,751; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$182,540); for reference, expenses \$244,103 and assets \$4,689,154.
ROLE MATCH	John A Schiavone, reported title " <i>PRESIDENT &amp; CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	91 <sup>st</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	96 <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 (John A Schiavone) 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 10, 2026, comparing compensation against 47 similarly situated organizations (Same NTEE sector (P11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,563 is reasonable (approximately the 91<sup>st</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 10, 2026.