

Swannanoa Valley Medical Centerinc

Executive Director / CEO

EIN 561040100
 NC · NTEE E22Z
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Marissa Slaughter, Executive Director / CEO** (\$1,800) against **every comparable organization** that fit the selection criteria — **103** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 5th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Marissa Slaughter — reported title "Secretary", 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 (E22Z).
BUDGET	Total revenue between \$30,586 and \$68,478 — 0.67x to 1.50x the subject's \$45,652 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

103 organizations qualified on sector, size, and geography → **103** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,987	\$15,666	\$30,000	\$54,251	\$132,210	\$1,800
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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 NC 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
Jewish Home Of Greater Harrisburg	PA	\$46,015	Ceo	\$498,260	\$495,089	2023
Tri-county Health Clinic	VA	\$46,405	Executive Director	\$52,000	\$48,592	2024
Illinois Hospital Research & Educational	IL	\$44,613	Chairman/president	\$268,550	\$255,516	2024
Silver Otter Strategies Inc	MA	\$47,039	Treasurer (Until 1/2023)	\$26,961	\$24,140	2023
Four Rivers Charitable Foundation	KY	\$47,075	Vice President	\$56,355	\$60,328	2023
Professional Emergency Services Inc	WI	\$44,228	Pres/treas	\$7,500	\$7,581	2024
Pediatric And Family Medical Foundation	CA	\$44,188	President/ceo	\$22,813	\$19,628	2023
Ahp Foundation	VA	\$43,849	President/ceo	\$46,042	\$44,295	2023
Tomah Health Community Foundation Inc	WI	\$43,748	Director Of Public Relations	\$166,970	\$168,763	2024
International Medical Response Foundation	NY	\$48,056	Executive Director	\$10,000	\$9,003	2023
Ibewing 1393 Charity Foundation Inc	IN	\$43,219	Director	\$60,882	\$62,137	2024
Hebrew Health Care Inc	CT	\$43,200	President & Ceo	\$333,977	\$303,059	2024
Missionwellness Foundation Inc	GA	\$43,096	Officer	\$11,310	\$11,331	2023
Schuyler Memorial Hospital Foundation	NE	\$48,363	President & Ceo Chi Health	\$29,391	\$31,497	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Lifeline Foundation Inc	KY	\$48,623	President	\$42,042	\$42,587	2025
White Oak Volunteer Rescue Squad Inc	VA	\$48,683	Treasurer	\$3,600	\$3,364	2024
National Institute For African American Health	OH	\$42,354	Executive Director	\$20,354	\$21,480	2023
Bert Fish Medical Center Auxiliary Inc	FL	\$42,124	Director/president	\$40	\$36	2024
Community Memorial Hospital Medical	IA	\$49,222	Market President Regional Hospitals	\$30,939	\$33,754	2023
Children's Hemiplegia And	TX	\$41,862	Executive Di	\$30,000	\$29,043	2024
Rapha Ministries Inc	KY	\$49,495	Executive Di	\$8,288	\$8,618	2024
Hospice Of Morrow County Inc	OH	\$41,550	Administrator	\$8,400	\$8,610	2024
Comprehensive Medical Mentoring Program	LA	\$41,470	President	\$53,373	\$56,879	2024
Harrisburg Medical Center Foundation	IL	\$41,100	President/ceo	\$128,446	\$122,212	2024
Park County Cancer Alliance	MT	\$50,351	Board Member	\$1,600	\$1,669	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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	103 organizations. Compensation range \$36–\$495,089; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$45,652); for reference, expenses \$15,041 and assets \$1,428,327. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Marissa Slaughter, reported title " <i>Secretary</i> ", 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	62 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	5 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	4 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 (Marissa Slaughter) 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 103 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,800 is reasonable (approximately the 5th 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.