

I Heermann Anesthesia Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Alix G Pastis, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **50** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

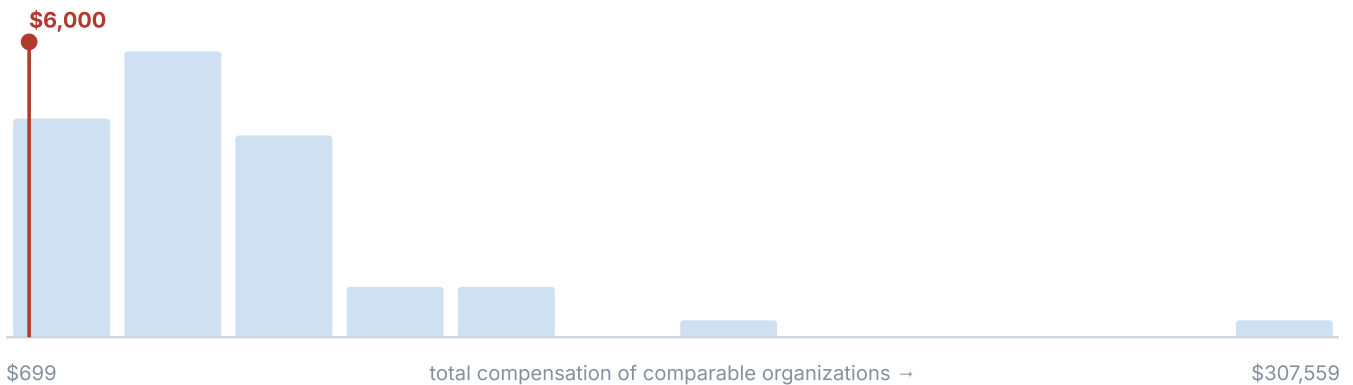
Benchmarked executive: Alix G Pastis — reported title "SECRETARY/TR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T20Z).
BUDGET	Total revenue between \$155,234 and \$347,539 — 0.67x to 1.50x the subject's \$231,693 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

50 organizations qualified on sector, size, and geography → **50** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,177	\$25,071	\$45,995	\$68,471	\$90,099	\$6,000
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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 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
The Cy Rapp And Carolyn Rapp	IA	\$233,659	Secretary	\$600	\$699	2024
Triveni School Of Dance Inc	MA	\$234,173	President	\$79,846	\$78,633	2023
Buffalo Prescott Foundation	MI	\$234,422	Managing Director	\$37,500	\$41,202	2024
Lindas Magnificent Mutts Rescue	IL	\$227,544	President	\$46,375	\$48,532	2024
The Wvi Dolphin Foundation Inc	NY	\$225,682	Executive Dir.	\$48,675	\$46,820	2024
Connectedconectando Educacion	CA	\$237,933	Ceo	\$74,475	\$68,456	2024
The Community Y Foundation	PA	\$237,938	President	\$48,882	\$51,890	2024
Bee Mighty	NC	\$238,219	Executive Dir.	\$35,000	\$38,496	2024
Dwi Resource Center Inc	NM	\$238,946	Executive Di	\$66,560	\$76,205	2024
Police Foundation Of Colorado Springs	CO	\$224,284	President	\$10,000	\$10,508	2023
Heartland Chamber Music Ltd	MO	\$223,504	Executive Director	\$50,000	\$58,038	2023
Ala Allied Professional Association Inc	IL	\$222,535	Executive Director Thru October 2023	\$25,291	\$26,467	2024
Southwestern Medical Clinic Foundation	MI	\$221,484	Development Officer	\$43,646	\$49,371	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dormie Network Foundation	NE	\$220,985	Treasurer/secretary	\$4,630	\$5,301	2024
Amistad Cristiana Christian Church	TX	\$248,089	Officer	\$64,308	\$68,476	2024
Social Venture Partners Minnesota	MN	\$249,716	Executive Direc	\$61,000	\$64,162	2024
L'arche Daybreak Foundation Us		\$210,625	Director Of Finance	\$10,943	\$10,943	2024
White Family Supporting Foundation	KS	\$207,970	Executive Director	\$36,272	\$42,944	2023
Us Presidential Scholars Foundation	MA	\$206,776	Interim Exec Director	\$7,520	\$7,193	2024
Growing Years Children's Academy	CA	\$206,512	President	\$26,000	\$24,605	2023
Dress For Success Tampa Bay Inc	FL	\$263,147	Executive Dir.	\$20,768	\$20,768	2024
Bigfork Playhouse Children's	MT	\$198,369	Vice Preside	\$64,000	\$75,605	2023
Myelin Repair Foundation Inc	CA	\$267,774	Ceo	\$120,000	\$107,459	2025
Unitarian Universalist Friends Retreat Foundation	TX	\$267,927	Trustee	\$16,099	\$17,649	2023
Faith Foundation Of Central Florida Inc	FL	\$194,655	Executive Director	\$49,000	\$47,737	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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	50 organizations. Compensation range \$699–\$307,559; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$231,693); for reference, expenses \$320,930 and assets \$6,667,716.
ROLE MATCH	Alix G Pastis, reported title " <i>SECRETARY/TR</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	15 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	6 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	32 nd
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 (Alix G Pastis) 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 50 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 6th 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.