

# Grove Manor Foundation

Executive Director / CEO

EIN 832534858

PA · NTEE E11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Paula K Notarfrancisco, Executive Director / CEO** (\$27,000) against **every comparable organization** that fit the selection criteria — **89** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29<sup>th</sup>** percentile of comparable organizations within the typical range

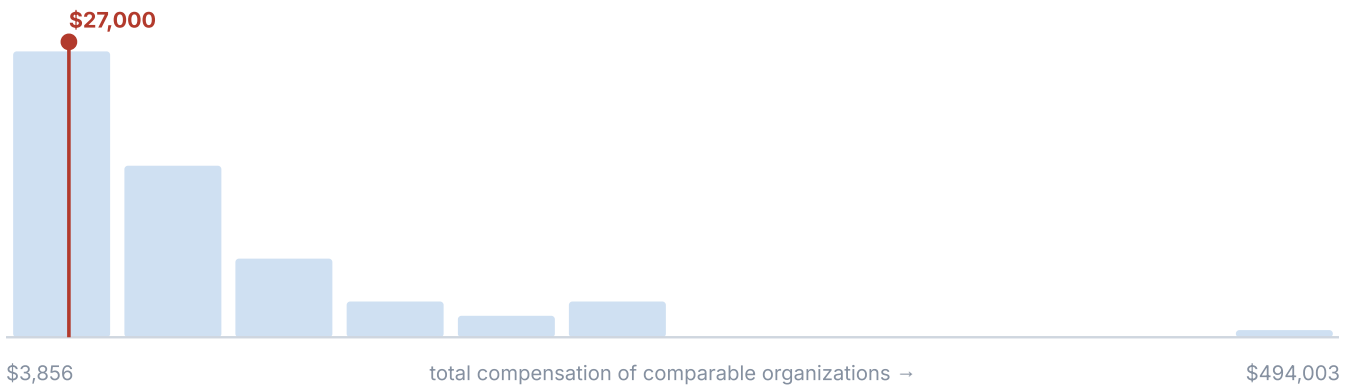
**Benchmarked executive:** Paula K Notarfrancisco — reported title “CHIEF EXECUTIVE OFFICER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E11).
BUDGET	Total revenue between \$228,414 and \$511,375 — 0.67x to 1.50x the subject's \$340,917 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

**89** organizations qualified on sector, size, and geography → **89** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,805	\$25,211	\$47,447	\$93,481	\$170,282	\$27,000
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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 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
<a href="#">Wschc Support Corporation</a>	MD	\$342,000	Treasurer	\$42,960	<b>\$38,111</b>	2025
<a href="#">Treasure Coast Community Health Foundation</a>	FL	\$337,499	Ceo	\$48,270	<b>\$45,472</b>	2023
<a href="#">Ffmc Support Organization</a>	TN	\$346,664	President	\$6,465	<b>\$6,814</b>	2023
<a href="#">Zufall Health Foundation Inc</a>	NJ	\$334,603	Trustee - President/ceo Zhc	\$43,512	<b>\$37,840</b>	2024
<a href="#">Pchd Foundation Incorporated</a>	ID	\$333,493	Executive Di	\$5,867	<b>\$6,079</b>	2024
<a href="#">Ellenville Regional Hospital Foundation</a>	NY	\$333,260	Finance Director	\$48,130	<b>\$42,361</b>	2024
<a href="#">Effingham Health System Foundation</a>	GA	\$330,713	Ex. Director	\$21,568	<b>\$21,746</b>	2023
<a href="#">Pikeville Medical Center Foundation For</a>	KY	\$351,758	Board Member/pmc President/ceo	\$50,061	<b>\$52,386</b>	2024
<a href="#">The Foundation Of Neosho Memorial</a>	KS	\$329,723	Foundation Director	\$20,334	<b>\$21,397</b>	2024
<a href="#">Carthage Area Hospital Foundation Inc</a>	NY	\$353,310	Executive Director	\$29,554	<b>\$26,011</b>	2024
<a href="#">Edgemont Campus</a>	OH	\$323,842	Ceo	\$22,113	<b>\$23,486</b>	2023
<a href="#">Willamette Valley Insurance Corporation</a>	HI	\$358,192	President/director	\$104,173	<b>\$93,525</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Human Technologies Properties</a>	NY	\$358,691	President/chief Executive	\$14,388	<b>\$12,663</b>	2024
<a href="#">Southeastern Missouri Area Health</a>	MO	\$358,784	Executive Director	\$62,168	<b>\$64,133</b>	2024
<a href="#">Obcc Othello Qalich</a>	WA	\$363,286	President	\$31,941	<b>\$27,854</b>	2024
<a href="#">Brodstone Memorial Hospital Foundation</a>	NE	\$316,247	Ceo/director	\$75,255	<b>\$78,837</b>	2024
<a href="#">Minnesota Center For Health Care Ethics</a>	MN	\$367,552	Ceo/coo	\$168,450	<b>\$162,121</b>	2024
<a href="#">St Thomas Foundation Inc</a>	LA	\$368,438	President	\$20,700	<b>\$22,201</b>	2024
<a href="#">West Jefferson Hospital Foundation</a>	LA	\$313,374	President	\$10,710	<b>\$11,487</b>	2024
<a href="#">Hlth Impact Foundation</a>	NY	\$308,874	Executive Director	\$234,404	<b>\$206,308</b>	2024
<a href="#">Smh Foundation</a>	LA	\$374,390	Executive Dir.	\$120,525	<b>\$129,264</b>	2024
<a href="#">Greater Burlington Ymca Foundation Inc</a>	VT	\$305,141	Interim President (2/24 - 11/24)	\$3,933	<b>\$3,856</b>	2024
<a href="#">Ohio Osteopathic Foundation</a>	OH	\$305,001	President (Thru 5/19/2023)	\$8,678	<b>\$8,952</b>	2024
<a href="#">Mercy Health Foundation Washington</a>	MO	\$304,317	Community President	\$92,936	<b>\$98,707</b>	2023
<a href="#">The Health Source Group</a>	MO	\$380,579	Interim Market President (Start 8/2022 - End 12/2022)	\$54,191	<b>\$57,556</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	89 organizations. Compensation range \$3,856–\$494,003; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$340,917); for reference, expenses \$52,887 and assets \$7,407,749. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Paula K Notarfrancisco, reported title " <i>CHIEF EXECUTIVE OFFICER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	72 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	29 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	28 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	29 <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 (Paula K Notarfrancisco) 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 89 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,000 is reasonable (approximately the 29<sup>th</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 9, 2026.