

# Greg Eble-petromart Memorial Foundation

Executive Director / CEO

EIN 832660262

MO · NTEE E11

FY ending 2023-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Grant Eble, Executive Director / CEO** (\$27,966) against **every comparable organization** that fit the selection criteria — **42** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **36<sup>th</sup>** percentile of comparable organizations **within the typical range**

**Benchmarked executive:** Grant Eble — reported title “CHAIR”, 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 (E11).

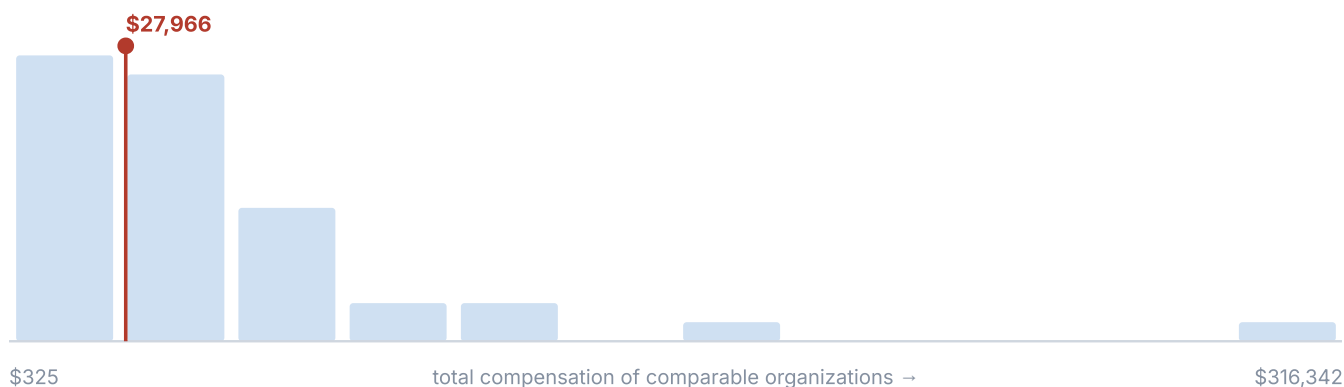
**BUDGET** Total revenue between \$88,013 and \$197,046 — 0.67× to 1.50× the subject's \$131,364 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue.

**42** organizations qualified on sector, size, and geography

→ **42** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,427

\$22,114

\$44,220

\$64,238

\$103,187

\$27,966



## ■ 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 MO 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 Memorial Hospital Of Craig</a>	CO	\$131,699	Executive Dir.	\$29,623	<b>\$26,049</b>	2024
<a href="#">Ely Health And Hospital Foundation</a>	MN	\$132,278	Ceo	\$43,202	<b>\$39,148</b>	2024
<a href="#">Gmh Property Holdings Inc</a>	FL	\$133,952	President & Secretary	\$30,830	<b>\$26,560</b>	2024
<a href="#">Gerald Champion Regional Medical Center</a>	NM	\$127,709	President	\$44,463	<b>\$43,856</b>	2024
<a href="#">Licking Memorial Twigs</a>	OH	\$127,568	Hospital Liaison	\$21,529	<b>\$20,911</b>	2024
<a href="#">Christian Health Care Center Foundation</a>	WA	\$135,231	Executive Administrator	\$9,022	<b>\$7,407</b>	2024
<a href="#">Madelia Health Foundation</a>	MN	\$135,734	Mh Ceo	\$54,872	<b>\$49,723</b>	2024
<a href="#">Beth Israel Medical Center Foundation Inc</a>	NY	\$135,763	Trustee/treasurer	\$88,291	<b>\$73,165</b>	2024
<a href="#">Cherrybell Holdings Inc</a>	AZ	\$124,352	Ceo	\$50,792	<b>\$46,120</b>	2023
<a href="#">Bigfork Valley Foundation</a>	MN	\$123,080	Executive Dir.	\$19,875	<b>\$18,542</b>	2023
<a href="#">Baum Harmon Mercy Hospital And Clinics</a>	IA	\$140,566	Vp Finance Mercyone Siouxland	\$45,662	<b>\$47,205</b>	2023
<a href="#">Camp Hope Foundation</a>	IL	\$140,964	Executive Director	\$70,000	<b>\$64,975</b>	2023
<a href="#">Gritman Medical Center Foundation Inc</a>	ID	\$121,720	Secretary	\$1,844	<b>\$1,852</b>	2023
<a href="#">Margaretville Health Foundation</a>	NY	\$141,705	Ceo (Effective 6/23)	\$80,777	<b>\$68,916</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Ten Garofalo Street Corporation</a>	MA	\$142,992	President & Ceo	\$54,612	<b>\$45,005</b>	2024
<a href="#">Catherine Mcauley Health Services</a>	MI	\$119,698	President, Th Med Group Mi	\$123,387	<b>\$120,243</b>	2023
<a href="#">Long Island Medical Foundation Inc</a>	NY	\$118,849	Executive Director	\$114,475	<b>\$94,864</b>	2024
<a href="#">Salt Block Ministries</a>	TX	\$118,733	President	\$4,500	<b>\$4,128</b>	2024
<a href="#">Mclaren Oakland Foundation</a>	MI	\$118,421	Ceo - Part Year	\$132,618	<b>\$125,531</b>	2024
<a href="#">Medical Staff Of Sinai Hospital</a>	MD	\$145,227	President	\$30,000	<b>\$25,721</b>	2024
<a href="#">Prairie Du Chien Memorial Hospital</a>	WI	\$147,850	Chief Development Officer	\$78,045	<b>\$76,955</b>	2023
<a href="#">Pchg Support Corporation</a>	FL	\$149,095	Treasurer	\$58,374	<b>\$50,290</b>	2024
<a href="#">Positive Vibe Foundation</a>	VA	\$149,160	Executive Di	\$57,541	<b>\$50,950</b>	2024
<a href="#">Deaconess Health Associations Fund Inc</a>	OH	\$111,568	Chief Executive Officer	\$7,123	<b>\$7,123</b>	2023
<a href="#">Sleepy Eye Healthcare Foundation</a>	MN	\$153,932	Treasurer (Hospital Ceo)	\$38,880	<b>\$35,232</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 **42** organizations. Compensation range \$325–\$316,342; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$131,364); for reference, expenses \$109,178 and assets \$250,390.
ROLE MATCH	Grant Eble, reported title " <i>CHAIR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	32 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	36 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	26 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	74 <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 (Grant Eble) 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 42 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,966 is reasonable (approximately the 36<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.