

Medical Staff Of Emanate Health

Executive Director / CEO

EIN 883457497

CA · NTEE S02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Raffaele Corbisiero Md, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **17** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29th** percentile of comparable organizations within the typical range

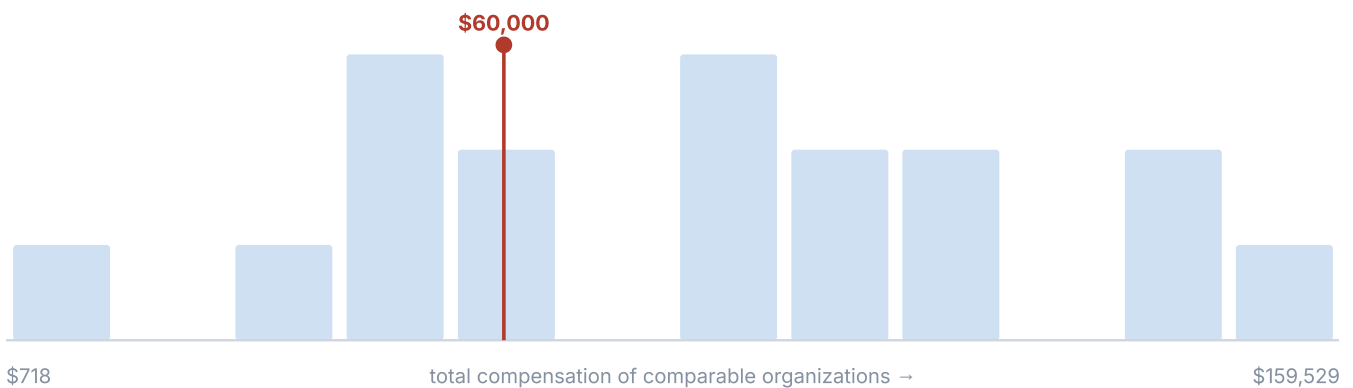
Benchmarked executive: Raffaele Corbisiero Md — reported title “Chief of Staff”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S02).
BUDGET	Total revenue between \$186,377 and \$417,262 — 0.67x to 1.50x the subject's \$278,175 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S02), nationwide + budget 0.67–1.5x revenue.

17 organizations qualified on sector, size, and geography → **17** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$42,078	\$51,743	\$92,361	\$110,926	\$140,024	\$60,000
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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 CA 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
Downtown West Orange Alliance Inc	NJ	\$281,093	Executive Director	\$61,128	\$63,205	2024
First Tech Fund Inc	NY	\$268,303	President	\$90,625	\$92,392	2025
Join Prometheus Partners Inc	NY	\$264,442	Director And Executive Director	\$88,260	\$92,361	2024
Svp Austin Inc	TX	\$263,643	Executive Director	\$118,938	\$137,782	2024
Philadelphia Shipyard Development Corporation	PA	\$298,040	Exec Dir	\$138,136	\$159,529	2024
National Center For Resource Development	WV	\$246,366	President	\$90,040	\$112,901	2024
The Gnar Education Foundation	TN	\$313,326	Chief Executive Officer	\$40,725	\$49,574	2024
Karat School Project	CA	\$313,871	President	\$95,131	\$95,131	2024
Global Initiatives	MO	\$332,260	—	\$76,160	\$96,176	2023
Mom Your Business	PA	\$335,238	Board President	\$43,519	\$51,743	2023
Center For Community Resources	MN	\$338,049	Executive Director	\$71,000	\$81,246	2024
Community Synergy Inc	NY	\$211,800	President	\$40,878	\$44,041	2023
Central Area Collaborative	WA	\$348,132	Executive Director	\$103,916	\$110,926	2023
El Centro Inc	LA	\$354,818	Executive Director	\$49,406	\$64,863	2023
Colorado Institute For Public Life	CO	\$193,450	Executive Director	\$129,125	\$143,387	2024
Leadership Tyler Inc	TX	\$371,965	Executive Director	\$636	\$718	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Urban Development Center Inc	FL	\$375,245	President	\$35,970	\$39,133	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	17 organizations. Compensation range \$718–\$159,529; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$278,175); for reference, expenses \$307,470 and assets \$255,965.
ROLE MATCH	Raffaele Corbisiero Md, reported title " <i>Chief of Staff</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	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	29 th
All sources (D + E + F), adjusted	18 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 (Raffaele Corbisiero Md) 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 17 similarly situated organizations (Same NTEE sector (S02), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 29th 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.