

St Francis Medical Center

Executive Director / CEO

EIN 990073526

HI · NTEE E220

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Craig Shaner, Executive Director / CEO** (\$20,337) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Craig Shaner — reported title “TREASURER”, 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 (E220).
BUDGET	Total revenue between \$332,501 and \$744,406 — 0.67x to 1.50x the subject's \$496,271 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E22), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,639	\$36,529	\$57,614	\$92,419	\$246,216	\$20,337
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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 HI 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
Mclaren Lapeer Region Foundation	MI	\$491,997	Director	\$99,777	\$115,030	2024
Marshall County Hospital & Healthcare	KY	\$485,490	Ceo	\$45,579	\$54,695	2024
Hutchinson Health Foundation	MN	\$509,369	Executive Director	\$39,119	\$43,174	2024
Verdugo Hills Hospital Medical Staff	CA	\$481,222	Chief Of Staff	\$72,000	\$69,442	2024
Benedictine Health Foundation Inc	NY	\$479,258	Executive Director	\$40,028	\$40,400	2024
Bbch Community Partners	MI	\$516,535	Trustee	\$580,139	\$688,578	2023
Schuyler Health Foundation Inc	NY	\$519,904	Foundation Director	\$13,235	\$13,358	2024
Floyd Health Care Foundation Inc	GA	\$520,914	Hospital Ceo	\$52,834	\$61,089	2023
Hap Education & Research Services	PA	\$522,351	President &	\$221,050	\$246,216	2024
Adom Health Foundation Inc	FL	\$443,966	Executive Director	\$81,512	\$85,529	2024
Fort Memorial Hospital Foundation Inc	WI	\$440,717	Assistant Treasurer	\$49,391	\$57,614	2024
Mclaren Greater Lansing Foundation	MI	\$419,082	Chief Financial Officer	\$38,490	\$44,374	2024
Rivers Health Scholarship	WV	\$416,727	President & Ceo	\$28,699	\$34,707	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Pocono Health Foundation	PA	\$583,010	Director	\$25,459	\$28,357	2024
Jefferson County Memorial Hospital Foundation Inc	KS	\$599,890	Pharmacist	\$92,199	\$111,253	2024
Cortland Memorial Foundation Inc	NY	\$601,528	Director - President - Gcmc	\$16,013	\$16,639	2023
Prisma Health Baptist Easley	SC	\$604,125	Foundation M	\$32,377	\$37,727	2024
Jewish Hospital & St Mary's	KY	\$385,672	Market Ceo/director	\$52,292	\$64,604	2023
Hutchinson Regional Medical Foundation	KS	\$614,922	Director/president	\$29,404	\$36,529	2023
Beth Abraham Services	NY	\$619,691	President/ceo	\$220,562	\$222,612	2024
Upmc Mercy Medical Staff Treasury	PA	\$372,026	President	\$25,000	\$28,668	2023
Mercy Medical Center Foundation -	IA	\$622,457	Executive Director	\$30,504	\$38,407	2023
Greater New York Hospital Foundation	NY	\$367,591	President	\$105,535	\$109,662	2023
Bayhealth Foundation Corporation	DE	\$625,601	President	\$46,439	\$50,788	2024
Ssm Audrain Health Care Inc	MO	\$362,355	Director, President/ceo Of Ssm Health	\$3,002,313	\$3,656,665	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to HI 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 HI 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	41 organizations. Compensation range \$191–\$3,656,665; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$496,271); for reference, expenses \$560,005 and assets \$103,993,293.
ROLE MATCH	Craig Shaner, reported title "TREASURER", 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	33 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	15 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	41 st

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 (Craig Shaner) 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 10, 2026,

comparing compensation against 41 similarly situated organizations (Same NTEE sector (E22), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$20,337 is reasonable (approximately the 15th 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 10, 2026.