

Mental Health Association Of Rhode

Executive Director / CEO

EIN 050280788

RI · NTEE F80Z

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Laurie-marie Pisciotta, Executive Director / CEO** (\$75,808) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

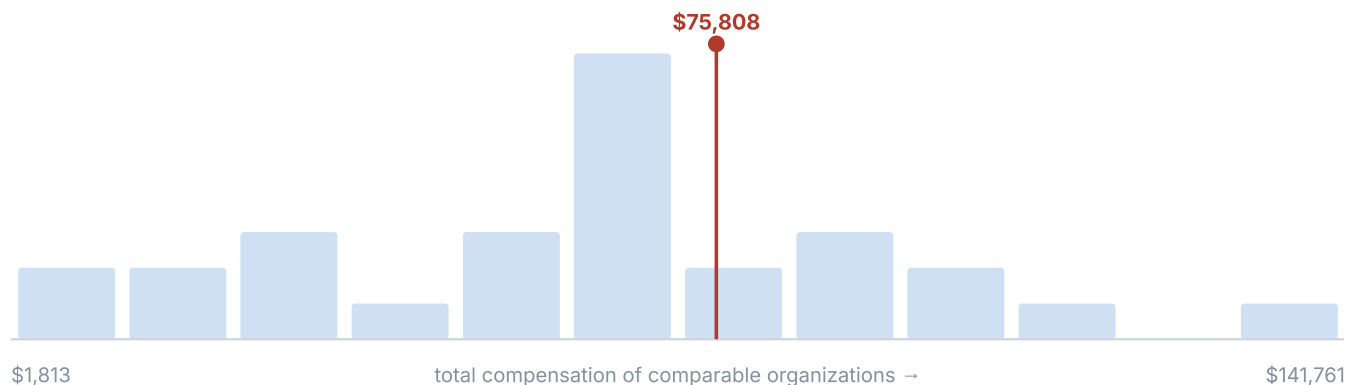
Benchmarked executive: Laurie-marie Pisciotta — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

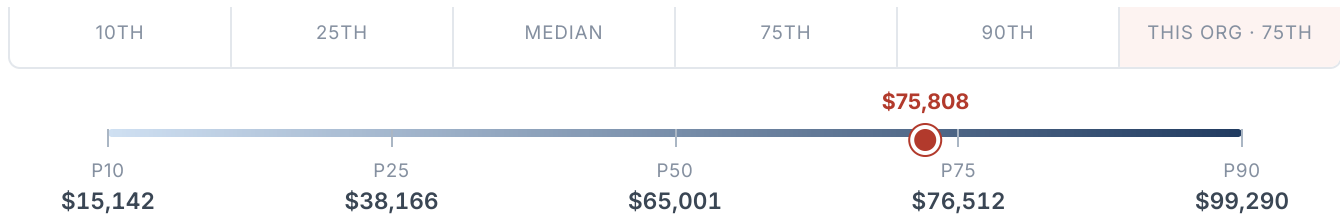
SECTOR	Organizations sharing the subject's NTEE classification (F80Z).
BUDGET	Total revenue between \$175,388 and \$392,661 — 0.67x to 1.50x the subject's \$261,774 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F80), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography → **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,142	\$38,166	\$65,001	\$76,512	\$99,290	\$75,808
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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 RI 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
Lighthouse Inc	MD	\$264,244	Executive Director	\$68,488	\$66,776	2023
Amazing Grace Advocacy	NC	\$254,651	Executive Di	\$69,341	\$72,577	2024
Resilience Education And Training Institute Inc	FL	\$281,437	Chief Executive Officer	\$40,206	\$39,390	2023
DeKalb County Mental Retardation Board	AL	\$234,359	Executive Director	\$64,615	\$70,711	2024
Conneaut Human Resources Council Inc	OH	\$295,111	Executive Director	\$33,000	\$34,493	2025
Building Recovery Integrity Dedication	GA	\$223,417	Exec. Dir./ceo	\$52,885	\$53,865	2024
Emotions Matter Inc	NY	\$301,412	Executive Director	\$65,468	\$59,926	2024
National Alliance On Mental Illness Of	NY	\$307,484	Executive Director	\$66,070	\$60,476	2024
Nami Lorain County	OH	\$212,543	Executive Director	\$64,346	\$69,036	2024
Resource Development Institute	MO	\$312,122	Ceo	\$91,054	\$97,691	2024
Black Mental Health Village	TN	\$209,294	Executive Dir.	\$13,462	\$14,757	2023
Psychotherapy Training Associates	CA	\$314,697	President & Ceo	\$17,500	\$15,307	2024
Advocacy Choices And Empowerment Inc	OH	\$207,630	Executive Director	\$64,760	\$69,480	2024
Seacoast Pathways	NH	\$316,672	President And Ceo Of Fedcap	\$151,561	\$141,761	2024
Black Men Speak	CA	\$318,188	Executive Dir.	\$70,000	\$63,037	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Mental Health Association	NC	\$198,016	Executive Di	\$87,185	\$88,901	2025
Nami Broward County Inc	FL	\$331,789	Ceo	\$123,775	\$117,785	2024
Nami Davidson County Inc	TN	\$333,149	Executive Director	\$86,452	\$92,051	2024
North Carolina Infanthyoun g Child	NC	\$333,856	Executive Di	\$78,875	\$84,994	2023
Phoenix Rising Therapy Center	NV	\$189,488	President	\$25,646	\$26,040	2024
Nami Montana	MT	\$342,441	Executive Director	\$94,350	\$103,022	2024
Sapientia Initiative Inc	NY	\$345,725	Executive Dir.	\$72,681	\$66,528	2024
Kings View Foundation	CA	\$175,709	Ceo	\$5,943	\$5,352	2023
The Arc Of Lancaster County	PA	\$351,137	Executive Director	\$49,846	\$49,055	2025
American Friends Of Shalvat Chayim Inc	NY	\$356,147	President	\$80,500	\$73,685	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to RI 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 RI 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 28 organizations. Compensation range \$1,813–\$141,761; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$261,774); for reference, expenses \$278,657 and assets \$448,477.

ROLE MATCH Laurie-marie Pisciotta, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	75 th
Total compensation (D + F), as reported (no adjustments)	71 st
Reportable pay only (column D), adjusted	68 th
All sources (D + E + F), adjusted	71 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 (Laurie-marie Pisciotta) 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 28 similarly situated organizations (Same NTEE sector (F80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,808 is reasonable (approximately the 75th 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.