

# What To Expect Project

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Annie G Toro, Executive Director / CEO** (\$132,652) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

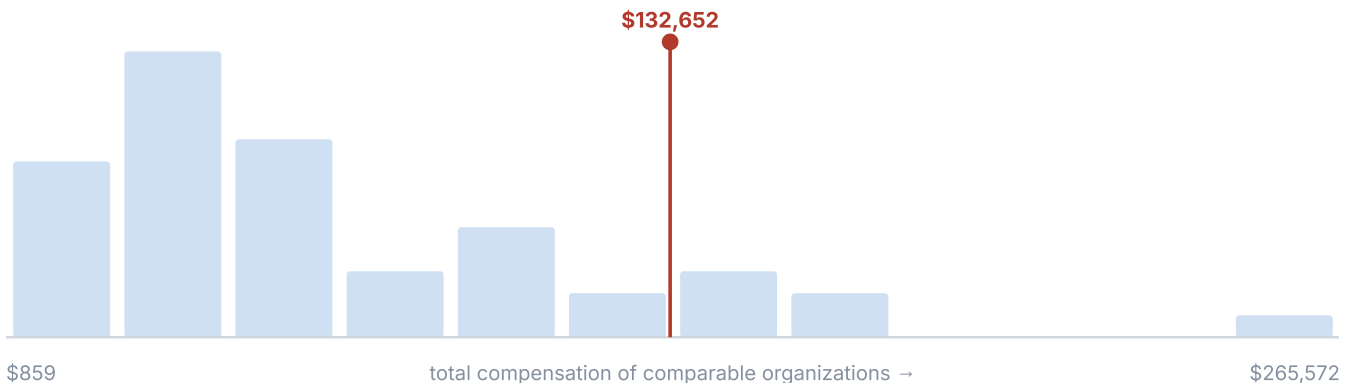
**Benchmarked executive:** Annie G Toro — reported title “PRESIDENT & E.D”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E99Z).
BUDGET	Total revenue between \$187,660 and \$420,135 — 0.67x to 1.50x the subject's \$280,090 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E99), nationwide + budget 0.67–1.5x revenue.

**46** organizations qualified on sector, size, and geography → **46** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,230	\$35,133	\$50,283	\$95,123	\$140,338	<b>\$132,652</b>
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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 DC 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="#">Northwest Medical Center Foundation Inc</a>	MO	\$280,795	President/ceo	\$28,195	<b>\$35,036</b>	2023
<a href="#">Epiphany Project Inc</a>	AZ	\$281,911	Co-president	\$47,333	<b>\$51,874</b>	2024
<a href="#">Harbor Emergency Medical Education Foundation</a>	CA	\$277,634	Research Assistant	\$8,980	<b>\$8,836</b>	2024
<a href="#">Seashore Gardens Foundation</a>	NJ	\$272,798	Treasurer	\$253,529	<b>\$265,572</b>	2023
<a href="#">Climatework Maine</a>	ME	\$268,900	Director	\$117,335	<b>\$133,890</b>	2024
<a href="#">Messengers For Health</a>	MT	\$292,200	Executive Director	\$88,626	<b>\$112,082</b>	2023
<a href="#">Hooves Of Hope Equestrian Center Inc</a>	KY	\$292,364	President	\$48,001	<b>\$58,768</b>	2024
<a href="#">Inteleos Foundation Inc</a>	MD	\$267,449	Ceo/executive Director	\$40,758	<b>\$43,423</b>	2024
<a href="#">The Medical Center Auxiliary</a>	PA	\$265,169	President & Ceo	\$42,768	<b>\$50,037</b>	2023
<a href="#">Giving Health Inc</a>	GA	\$263,218	Chief Medical Dir	\$750	<b>\$859</b>	2024
<a href="#">Region Ii Emergency Medical Services</a>	NM	\$297,078	Employee	\$36,400	<b>\$45,932</b>	2023
<a href="#">Healthy Hearts Institute</a>	CA	\$262,570	Board Chair	\$42,857	<b>\$43,418</b>	2023
<a href="#">Minnesota Masonic Children's Clinic For</a>	MN	\$299,202	President/ceo - Charities	\$34,208	<b>\$39,656</b>	2023
<a href="#">C-line Counseling Center</a>	NJ	\$260,477	Executive Director	\$16,500	<b>\$16,788</b>	2024
<a href="#">Mountainside Hospital Medical Staff</a>	NJ	\$300,341	President	\$35,000	<b>\$35,611</b>	2024
<a href="#">Upper Midlands Rural Health Network</a>	SC	\$258,850	Executive Dir.	\$94,561	<b>\$115,738</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">From Fatherless To Fearless</a>	OH	\$303,056	Ceo	\$118,125	<b>\$146,785</b>	2023
<a href="#">Life Resources Of Georgia Inc</a>	GA	\$255,952	Executive Di	\$44,098	<b>\$50,528</b>	2024
<a href="#">Forbes Medical Staff Fund</a>	PA	\$253,879	President	\$20,000	<b>\$22,728</b>	2024
<a href="#">Amery Regional Medical Center Foundation</a>	MN	\$307,461	President	\$67,666	<b>\$76,193</b>	2024
<a href="#">Massachusetts Health Council Inc</a>	MA	\$308,333	Ceo	\$147,950	<b>\$151,505</b>	2024
<a href="#">Pontifex Inc</a>	OH	\$248,028	President	\$52,000	<b>\$64,616</b>	2023
<a href="#">West Oakland Health Facilities</a>	CA	\$315,643	Ceo	\$2,481	<b>\$2,441</b>	2024
<a href="#">Trellis Horticultural Therapy</a>	GA	\$239,062	Treasurer	\$36,000	<b>\$41,249</b>	2024
<a href="#">Gout Support Group Of America</a>	FL	\$325,280	Former President	\$42,000	<b>\$44,962</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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** 46 organizations. Compensation range \$859–\$265,572; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$280,090); for reference, expenses \$287,521 and assets \$122,383.

**ROLE MATCH** Annie G Toro, reported title "*PRESIDENT & E.D.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 8 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	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	89 <sup>th</sup>
All sources (D + E + F), adjusted	70 <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 (Annie G Toro) 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 46 similarly situated organizations (Same NTEE sector (E99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$132,652 is reasonable (approximately the 87<sup>th</sup> 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.