

Rome Memorial Properties Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Annemarie Czyz, Executive Director / CEO** (\$12,528) against **every comparable organization** that fit the selection criteria — **617** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Annemarie Czyz — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E21).
BUDGET	Total revenue between \$112,082 and \$250,930 — 0.67x to 1.50x the subject's \$167,287 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

617 organizations qualified on sector, size, and geography → **617** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$67

total compensation of comparable organizations →

\$1,090,945

\$10,197

\$26,403

\$50,150

\$78,100

\$113,875

\$12,528



■ 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 NY 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
Lending Hearts	PA	\$167,473	President	\$99,037	\$109,296	2024
Mercy Kansas Communities	KS	\$166,856	President	\$84,648	\$104,190	2023
Healthnet Foundation Inc	IN	\$166,626	Board Member	\$22,934	\$27,555	2023
Pcc Foundation	IL	\$166,555	Director, Started Oct 2024	\$4,456	\$4,723	2025
Consolata Healthcare Foundation	TX	\$168,088	Executive Dir.	\$17,500	\$19,945	2023
Travelers Education Group	TX	\$166,468	Member	\$30,000	\$33,210	2024
Nationwide Children's Hospital Inc	OH	\$166,331	Director / Ceo - Nch	\$70,206	\$82,289	2024
Presence Health Partners Services	MO	\$168,408	Director (End 12/2022)	\$49,417	\$59,634	2023
Arizona Public Health Association	AZ	\$165,875	Executive Director	\$64,329	\$66,700	2025
Good Hope Inc	MA	\$168,787	President	\$15,600	\$15,972	2023
Head Strong & Ready Aka Head Strong &	CA	\$165,551	Treasurer	\$25,259	\$24,850	2023
Heart Mountain Volunteer Med Clini	WY	\$169,204	Executive Di	\$42,481	\$50,341	2024
Wallingford Rescue Inc	VT	\$169,297	President	\$60	\$67	2024
Etta Pete Sickle Cell Anemia Foundation	LA	\$164,993	Executive Director	\$20,800	\$25,346	2024
Dobson Rescue Squad Inc	NC	\$164,927	Secretary-treasurer	\$1,775	\$1,977	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Lukes Episcopal Mobile Medical	LA	\$164,865	Executive Director	\$32,500	\$40,773	2023
Grant Avenue Community Center	CO	\$169,756	Executive Di	\$37,102	\$39,371	2024
Aaf Community Health Foundation	TX	\$169,890	President & Ceo	\$47,205	\$53,799	2023
Camelot Center	OH	\$170,877	Program Director	\$44,775	\$52,481	2024
Americans For Homeopathy Choice Fou	DC	\$170,989	Ceo	\$61,200	\$59,432	2024
Tip It Forward	KY	\$163,364	Exec Dir And	\$53,858	\$64,034	2024
March For Moms Association	KS	\$163,356	Executive Director	\$141,737	\$174,460	2023
The Patient Safety Organization	FL	\$171,386	President	\$246,159	\$255,910	2024
St Luke Hospital Foundation	KS	\$171,388	Exec Dir - T	\$328	\$392	2024
South Plains Emergency Medical Services Inc	TX	\$163,112	Coordinator	\$29,233	\$32,361	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **617** organizations. Compensation range \$67–\$1,090,945; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$167,287); for reference, expenses \$85,268 and assets \$1,795,456. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Annemarie Czyz, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	160 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	26 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	12 th
Total compensation (D + F), as reported (no adjustments)	12 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	78 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 (Annemarie Czyz) 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 617 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,528 is reasonable (approximately the 12th 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.