

# Future Colours Corp

Executive Director / CEO

EIN 262436761

CA · NTEE E99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ramona Rachita, Executive Director / CEO** (\$98,000) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Ramona Rachita — reported title "Secretary", 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 (E99).

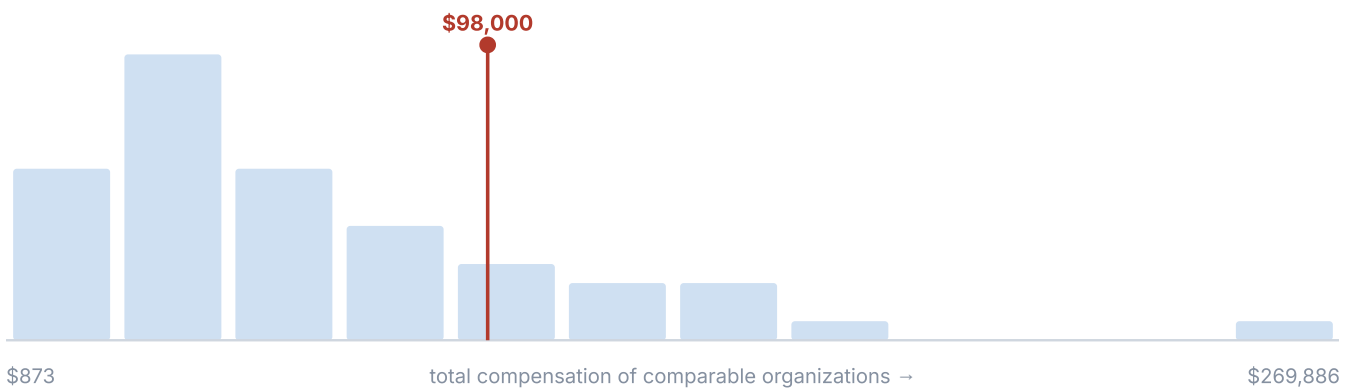
**BUDGET** Total revenue between \$234,879 and \$525,850 — 0.67x to 1.50x the subject's \$350,567 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E99), nationwide + budget 0.67–1.5x revenue.

**51** organizations qualified on sector, size, and geography

→ **51** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,726	\$34,018	\$46,678	\$83,374	\$134,807	\$98,000
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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
<a href="#">Canine Therapy Corps Inc</a>	IL	\$347,441	Executive Director	\$86,014	<b>\$100,822</b>	2023
<a href="#">Gaia Home</a>	ND	\$343,768	Executive Director	\$140,000	<b>\$177,923</b>	2024
<a href="#">Wings Home</a>	MI	\$336,554	Executive Director	\$13,592	<b>\$16,726</b>	2023
<a href="#">Thor Network Foundation</a>	PA	\$366,401	President	\$60,000	<b>\$71,339</b>	2023
<a href="#">Susila Dharma International Assoc Inc</a>		\$375,533	Executive Director	\$14,000	<b>\$14,000</b>	2024
<a href="#">Gout Support Group Of America</a>	FL	\$325,280	Former President	\$42,000	<b>\$45,693</b>	2024
<a href="#">Arkansas Medical Foundation</a>	AR	\$382,895	Executive Director	\$40,800	<b>\$54,679</b>	2023
<a href="#">West Oakland Health Facilities</a>	CA	\$315,643	Ceo	\$2,481	<b>\$2,481</b>	2024
<a href="#">Los Robles Hospital Medical Staff Inc</a>	CA	\$385,508	Chairman	\$36,000	<b>\$36,000</b>	2024
<a href="#">Onegoodturn Inc</a>	TX	\$390,533	President & Executive Dire	\$80,000	<b>\$92,675</b>	2024
<a href="#">Massachusetts Health Council Inc</a>	MA	\$308,333	Ceo	\$147,950	<b>\$153,966</b>	2024
<a href="#">Building The Next Generation Of Academic Physicians</a>	NY	\$393,195	President	\$30,000	<b>\$31,394</b>	2024
<a href="#">Amery Regional Medical Center Foundation</a>	MN	\$307,461	President	\$67,666	<b>\$77,431</b>	2024
<a href="#">Black Women's Health Alliance</a>	PA	\$395,480	Executive Di	\$68,770	<b>\$81,766</b>	2023
<a href="#">From Fatherless To Fearless</a>	OH	\$303,056	Ceo	\$118,125	<b>\$149,169</b>	2023
<a href="#">Harper County Health Foundation</a>	KS	\$398,841	Executive Dir.	\$20,000	<b>\$25,022</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mountainside Hospital Medical Staff</a>	NJ	\$300,341	President	\$35,000	<b>\$36,189</b>	2024
<a href="#">Minnesota Masonic Children's Clinic For</a>	MN	\$299,202	President/ceo - Charities	\$34,208	<b>\$40,300</b>	2023
<a href="#">Region li Emergency Medical Services</a>	NM	\$297,078	Employee	\$36,400	<b>\$46,678</b>	2023
<a href="#">Hooves Of Hope Equestrian Center Inc</a>	KY	\$292,364	President	\$48,001	<b>\$59,723</b>	2024
<a href="#">Messengers For Health</a>	MT	\$292,200	Executive Director	\$88,626	<b>\$113,903</b>	2023
<a href="#">Epiphany Project Inc</a>	AZ	\$281,911	Co-president	\$47,333	<b>\$52,717</b>	2024
<a href="#">Northwest Medical Center Foundation Inc</a>	MO	\$280,795	President/ceo	\$28,195	<b>\$35,605</b>	2023
<a href="#">What To Expect Project</a>	DC	\$280,090	President & E.d	\$132,652	<b>\$134,807</b>	2024
<a href="#">Harbor Emergency Medical Education Foundation</a>	CA	\$277,634	Research Assistant	\$8,980	<b>\$8,980</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 51 organizations. Compensation range \$873–\$269,886; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$350,567); for reference, expenses \$336,351 and assets \$206,467.

**ROLE MATCH** Ramona Rachita, reported title "*Secretary*", 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	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	80 <sup>th</sup>
All sources (D + E + F), adjusted	59 <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 (Ramona Rachita) 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 51 similarly situated organizations (Same NTEE sector (E99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$98,000 is reasonable (approximately the 80<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.