

The Hepatitis C Mentor And Support Group

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Rhona Marks, Executive Director / CEO** (\$10,800) against **every comparable organization** that fit the selection criteria — **250** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 6th percentile of comparable organizations

below the typical range for comparable organizations

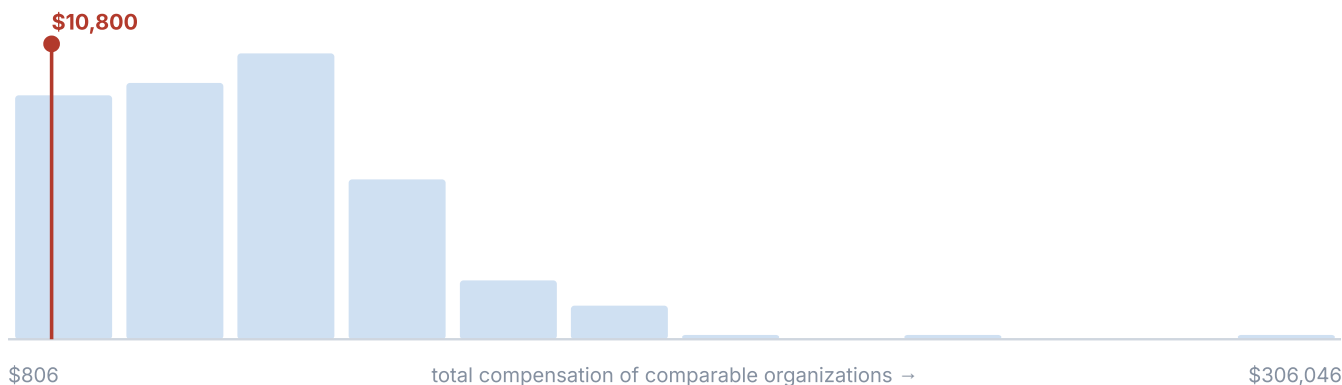
Benchmarked executive: Rhona Marks — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G40).
BUDGET	Total revenue between \$139,299 and \$311,863 — 0.67x to 1.50x the subject's \$207,909 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

250 organizations qualified on sector, size, and geography → **250** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,322	\$27,779	\$53,570	\$77,699	\$101,137	\$10,800
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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 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
Friends In Pink Inc	FL	\$207,988	President	\$33,500	\$33,828	2024
Autism Trust Usa	TX	\$208,305	Secretary	\$40,220	\$44,523	2023
Fighting Pretty Inc	OR	\$208,613	Executive Director	\$19,094	\$19,060	2024
Houston Lighthouse Foundation Inc	TX	\$208,760	President	\$24,213	\$26,804	2023
Lewy Body Dementia Resource Center Of	NY	\$209,332	Founder/executive Director	\$30,000	\$29,139	2024
Brain Injury Association	LA	\$206,159	Executive Di	\$90,059	\$106,595	2024
Move Over Breast Cancer Inc	NJ	\$205,826	Vice President	\$77,300	\$74,186	2024
Dragon Boat Charleston	SC	\$205,718	Executive Di	\$27,500	\$31,749	2023
Bonnell Foundation Living With Cystic Fi	MI	\$205,376	President	\$52,547	\$60,022	2023
Blindsight Delaware Inc	DE	\$205,368	Executive Di	\$84,187	\$91,224	2023
International Society For Autism	FL	\$205,078	Executive Di	\$18,270	\$18,449	2024
Coalition Against Childhood Cancer	PA	\$210,829	Executive Director (Until 12/23)	\$40,096	\$42,980	2024
Autism Society Of The Keys Inc	FL	\$211,036	Executive Dir.	\$65,000	\$67,575	2023
Hocus Focus Inc	AR	\$211,300	President	\$48,000	\$57,996	2024
Ms Impossible	WA	\$211,521	Ceo	\$16,775	\$16,144	2024
International Association Of	CA	\$211,790	Executive Director	\$50,000	\$46,409	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Odd Shoe Exchange	AZ	\$212,121	President	\$90,000	\$93,038	2024
Multicultural Autism Action Network	MN	\$203,519	Executive Director	\$39,495	\$41,949	2024
Capital Tea Inc	FL	\$203,241	Executive Di	\$50,000	\$50,490	2024
Grin2b Foundation	IL	\$202,773	Contractor - Consultant	\$7,000	\$7,616	2023
Hope Horses Inc	AL	\$213,219	Executive Di	\$45,000	\$53,800	2023
Hair Peace Charities	PA	\$202,418	Founder, Executive Directo	\$42,350	\$45,396	2024
Epilepsy Foundation Of Virginia Inc	VA	\$213,744	Executive Director	\$58,000	\$60,196	2024
Vein Of Galen Malformation Support	ME	\$201,925	President	\$18,846	\$20,284	2024
State Of West Virginia	WV	\$201,741	President	\$12,000	\$13,966	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 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 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 250 organizations. Compensation range \$806–\$306,046; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$207,909); for reference, expenses \$176,064 and assets \$455,525.

ROLE MATCH Rhona Marks, reported title "*Executive Dir.*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	6 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	6 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 (Rhona Marks) 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 250 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,800 is reasonable (approximately the 6th 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.