

# Fhcsd Community Services Inc

Executive Director / CEO

EIN 461579623

CA · NTEE E11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Ricardo Roman, Executive Director / CEO** (\$83,430) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76<sup>th</sup>** percentile of comparable organizations within the typical range

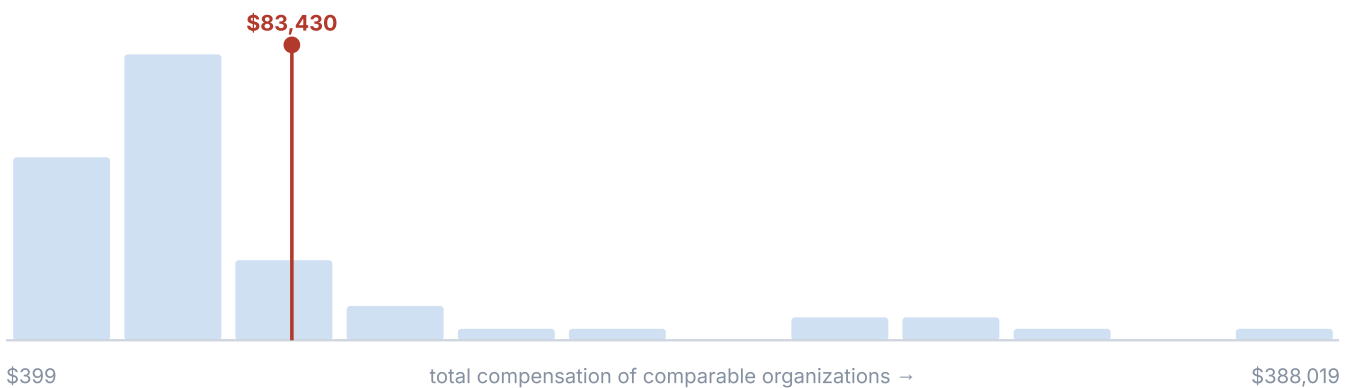
**Benchmarked executive:** Ricardo Roman — reported title “SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E11).
BUDGET	Total revenue between \$144,214 and \$322,869 — 0.67x to 1.50x the subject's \$215,246 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E11), nationwide + budget 0.67–1.5x revenue.

**59** organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,978	\$28,211	\$51,828	\$71,559	\$184,381	\$83,430
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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="#">Wayne Memorial Hospital Foundation</a>	NC	\$212,170	Executive Director	\$18,445	<b>\$22,071</b>	2023
<a href="#">Peace Harbor Hospital Foundation</a>	OR	\$219,947	Director, Cao Peaceharbor Hospital	\$52,307	<b>\$56,254</b>	2023
<a href="#">The Bicol Clinic Foundation Inc</a>	FL	\$220,536	Executive Director	\$15,600	<b>\$16,484</b>	2024
<a href="#">Ely Health And Hospital Fund</a>	MN	\$209,709	Ceo	\$43,202	<b>\$48,019</b>	2024
<a href="#">Helen Keller Hospital Foundation Inc</a>	AL	\$204,941	Foundation Director	\$371	<b>\$450</b>	2024
<a href="#">Inner Compass Initiative Inc</a>	MA	\$227,000	Director	\$70,000	<b>\$70,757</b>	2024
<a href="#">Southcoast Ventures Inc</a>	MA	\$203,248	President & Ceo (Until 1/2024)	\$310,296	<b>\$313,650</b>	2024
<a href="#">Fhcsd Growth Fund Inc</a>	CA	\$227,456	Secretary	\$83,430	<b>\$83,430</b>	2023
<a href="#">The Indian Health Care Resource Center</a>	OK	\$202,679	Trustee	\$26,405	<b>\$33,672</b>	2023
<a href="#">Morris Hospital Auxiliary</a>	IL	\$228,550	President/ceo	\$54,801	<b>\$60,602</b>	2024
<a href="#">Linton Hospital Foundation</a>	ND	\$199,749	Ceo	\$26,926	<b>\$34,220</b>	2023
<a href="#">Silver Cross Healthy Community</a>	IL	\$199,265	Director (Until 10/16/23)	\$64,361	<b>\$71,174</b>	2024
<a href="#">Tough Kookie Foundation</a>	TX	\$231,547	President	\$43,742	<b>\$49,218</b>	2024
<a href="#">Ifh Foundation</a>	NY	\$198,527	President	\$37,631	<b>\$38,249</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Bradford Hospital Foundation</a>	PA	\$232,669	Executive Director	\$108,718	<b>\$125,555</b>	2023
<a href="#">Comprehensive Psychiatric Care</a>	SC	\$232,878	Executive Director Muha	\$55,628	<b>\$67,207</b>	2023
<a href="#">Community Health Network Of Connecticut</a>	CT	\$233,270	President & Ceo	\$16,576	<b>\$17,482</b>	2024
<a href="#">Eaton Community Health</a>	MI	\$196,372	Executive Director	\$109,990	<b>\$127,702</b>	2024
<a href="#">Imh Qalibc</a>	WY	\$235,358	President	\$46,248	<b>\$55,706</b>	2024
<a href="#">Living Streams Ranch</a>	PA	\$237,936	Executive Di	\$44,982	<b>\$50,458</b>	2024
<a href="#">Nor-lea Foundation Inc</a>	NM	\$239,350	Board Member	\$51,152	<b>\$61,885</b>	2024
<a href="#">Mount Sinai Hospital Foundation Inc</a>	CT	\$239,930	President/ceo	\$270,752	<b>\$285,554</b>	2024
<a href="#">Chas Health Foundation</a>	WA	\$188,796	Ceo Of The Corporate Member	\$51,463	<b>\$51,828</b>	2024
<a href="#">Empowered Health Equity-Alabama</a>	AL	\$242,128	Executive Director	\$42,917	<b>\$52,154</b>	2024
<a href="#">Peacehealth Ketchikan Medical</a>	AK	\$243,022	Foundation Manager	\$10,683	<b>\$11,828</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 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 **59** organizations. Compensation range \$399–\$388,019; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$215,246); for reference, expenses \$1,422,822 and assets \$9,294,067. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Ricardo Roman, reported title " <i>SECRETARY</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	76 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	69 <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 (Ricardo Roman) 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 59 similarly situated organizations (Same NTEE sector (E11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$83,430 is reasonable (approximately the 76<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.