

Maryland Citizens' Health Initiative

Executive Director / CEO

EIN 522173223

MD · NTEE E052

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Vincent Demarco, Executive Director / CEO** (\$183,420) against **every comparable organization** that fit the selection criteria — **1333** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **94th** percentile of comparable organizations above the 90th percentile — board review recommended

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

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E052).
BUDGET	Total revenue between \$333,017 and \$745,561 — 0.67x to 1.50x the subject's \$497,041 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (E), nationwide + budget 0.67–1.5x revenue.

1,333 organizations qualified on sector, size, and geography → **1,333** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,627	\$40,919	\$69,386	\$98,927	\$145,222	\$183,420
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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 MD 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
Dream Day Foundation Inc	LA	\$497,110	Executive Director	\$85,000	\$100,113	2024
Hope Services	OR	\$497,394	Executive Di	\$47,869	\$47,549	2024
Nevada Obstetrical Charity Clinics	NV	\$497,484	Secretary	\$79,878	\$85,642	2024
Hope Medical Clinic Inc	FL	\$496,443	Secretary	\$66,000	\$66,319	2024
Wood County Society Inc	WV	\$497,760	Executive Director	\$78,221	\$90,590	2024
St Francis Medical Center	HI	\$496,271	Treasurer	\$20,337	\$19,476	2024
Destination Rehab	OR	\$496,199	Executive Di	\$73,218	\$74,877	2023
Heart Of The Valley Birth&beyond	OR	\$495,843	Executive Director	\$57,350	\$58,649	2023
Game Day Memories	CO	\$498,282	President	\$66,183	\$69,885	2023
Connecticut Foundation For Dental	CT	\$498,595	Executive Dir.	\$112,356	\$112,681	2024
Wilkes Medical Center Foundation	NC	\$495,387	Director	\$31,209	\$34,492	2024
Compassion Outreach Center Inc	OK	\$495,255	Medical Director	\$19,475	\$22,938	2024
L A Net Community Health Resource Network	CA	\$495,036	President Nonvoting	\$72,175	\$68,632	2023
Southside Coalition Of Community	CA	\$499,181	Executive Dir.	\$175,088	\$157,547	2025
Snapcap Inc	NY	\$499,623	Executive Director	\$73,254	\$70,803	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Medtech Color	MD	\$499,746	Executive Director	\$192,308	\$192,308	2024
Slappy And Monday's Foundation For Laughter	TX	\$494,320	Ceo	\$52,000	\$57,281	2023
Kentucky Institute For Patient Safety	KY	\$494,164	President	\$41,917	\$49,592	2023
Heartline Pregnancy Center Inc	IN	\$494,147	Executive Dir.	\$16,923	\$19,653	2023
Hayward Institute Inc	NC	\$500,000	Executive Director	\$191,217	\$217,577	2023
Bumblebee Foundation Inc	CA	\$494,061	Ex.dir./secr	\$64,500	\$59,574	2024
Patrons Of The World's Children	NY	\$500,118	Secretary	\$5,258	\$5,082	2024
Carriage House At Acushnet Heights Inc	MA	\$493,921	Treasurer/ Director	\$45,315	\$43,556	2024
Community Supported Anthropolosophic	MI	\$493,058	President	\$123,116	\$135,924	2024
Breathedeep Inc	NY	\$492,991	Director	\$40,000	\$39,803	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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 **1333** organizations. Compensation range \$21–\$3,501,779; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$497,041); for reference, expenses \$429,503 and assets \$935,710.

ROLE MATCH	Vincent Demarco, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	316 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	71 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	94 th
Total compensation (D + F), as reported (no adjustments)	95 th
Reportable pay only (column D), adjusted	95 th
All sources (D + E + F), adjusted	77 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 (Vincent Demarco) 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 13, 2026, comparing compensation against 1333 similarly situated organizations (Same NTEE major group (E), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$183,420 is reasonable (approximately the 94th 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 13, 2026.