

# Rocky Mountain Hemophilia And

Executive Director / CEO

EIN 810533720  
 MT · NTEE G80  
 FY ending 2024-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Brad Benne, Executive Director / CEO** (\$81,953) against **every comparable organization** that fit the selection criteria — **270** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86<sup>th</sup>** percentile of comparable organizations within the typical range

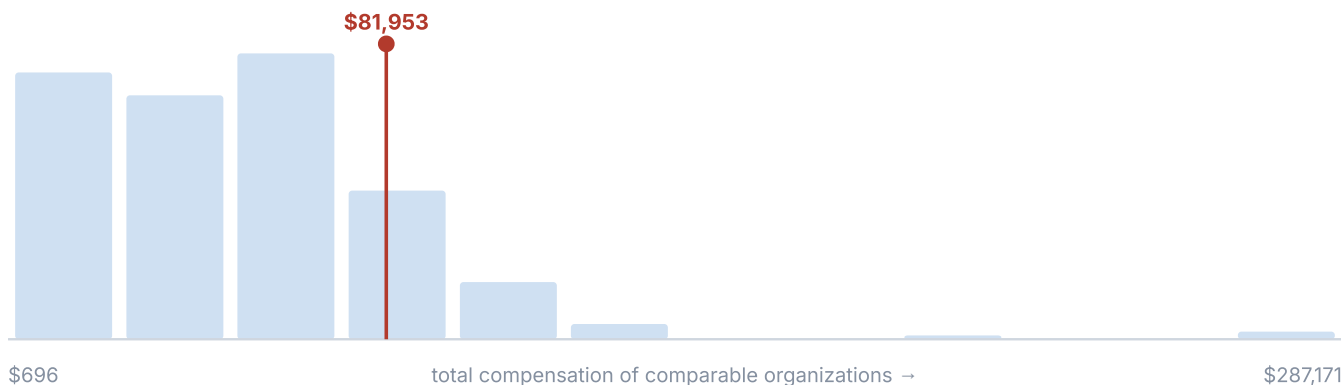
**Benchmarked executive:** Brad Benne — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G80).
BUDGET	Total revenue between \$149,374 and \$334,420 — 0.67x to 1.50x the subject's \$222,947 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**270** organizations qualified on sector, size, and geography → **270** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$12,038	\$23,976	\$49,334	\$70,211	\$88,522	<b>\$81,953</b>
----------	----------	----------	----------	----------	-----------------



## ● 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 MT 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="#">Enrichment Center For The Blind And Visually Impaired</a>	NJ	\$223,055	Director	\$25,704	<b>\$21,290</b>	2024
<a href="#">Hope For Hie</a>	MI	\$223,106	Executive Director	\$86,047	<b>\$84,827</b>	2023
<a href="#">Lighthouse For Hope Inc</a>	AZ	\$223,212	Executive Director	\$64,229	<b>\$58,997</b>	2023
<a href="#">Bexa Equity Alliance</a>	CA	\$221,528	Executive Director	\$175,000	<b>\$140,187</b>	2024
<a href="#">Andrews Gift</a>	PA	\$224,716	Board Member	\$16,280	<b>\$15,061</b>	2024
<a href="#">Simply From The Heart Foundation</a>	IL	\$220,389	Founder	\$13,200	<b>\$12,395</b>	2023
<a href="#">Mission Vision Inc</a>	PA	\$219,644	Board Member	\$25,000	<b>\$23,128</b>	2024
<a href="#">Hunt2heal</a>	MI	\$226,580	Executive Director	\$56,750	<b>\$52,939</b>	2025
<a href="#">Asd Adult Achievement Center Inc</a>	FL	\$218,689	President	\$26,900	<b>\$24,136</b>	2023
<a href="#">Community Services For Sight</a>	PA	\$218,609	President/ceo	\$49,930	<b>\$47,556</b>	2023
<a href="#">American Society Of Ophthalmic Plastic</a>	FL	\$227,357	Exec Director	\$35,000	<b>\$31,404</b>	2023
<a href="#">No Stomach For Cancer Inc</a>	WI	\$227,937	Executive Director	\$54,174	<b>\$51,134</b>	2025
<a href="#">Truth Aid Inc</a>	NY	\$217,468	President	\$83,918	<b>\$81,432</b>	2021
<a href="#">Multicultural Integrated Kidney</a>	OR	\$217,129	Executive Director	\$87,072	<b>\$75,013</b>	2024
<a href="#">Ramsey Keller Memorial</a>	MT	\$216,710	President	\$51,500	<b>\$50,173</b>	2025
<a href="#">Spina Bifida Association Of Kentucky Inc</a>	KY	\$216,564	Executive Director	\$43,016	<b>\$44,140</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Atlanta Neuroscience Foundation Inc</a>	GA	\$216,350	Ceo - Ani	\$23,983	<b>\$22,371</b>	2024
<a href="#">Ag For Autism</a>	AR	\$216,270	Assistant	\$5,000	<b>\$5,214</b>	2024
<a href="#">Vision Resource Center</a>	NC	\$229,796	Executive Director	\$62,962	<b>\$60,353</b>	2024
<a href="#">Pandas Networkorg</a>	CA	\$215,894	Executive Director	\$55,000	<b>\$44,059</b>	2024
<a href="#">Madeline Fiadini Lore Foundation</a>	NJ	\$215,532	Executive Director	\$18,000	<b>\$15,350</b>	2023
<a href="#">The Michigan Neonatal Biobank Inc</a>	MI	\$230,836	Executive Di	\$82,566	<b>\$79,060</b>	2024
<a href="#">AsIs Incorporated</a>	CA	\$231,051	President	\$8,899	<b>\$7,339</b>	2023
<a href="#">The Annandale Foundation Inc</a>	GA	\$231,169	President/executive Direct	\$63,193	<b>\$60,687</b>	2023
<a href="#">Lost Lake Run Inc</a>	AK	\$231,194	President	\$46,234	<b>\$41,006</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT 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 MT 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** 270 organizations. Compensation range \$696–\$287,171; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$222,947); for reference, expenses \$225,387 and assets \$139,696.

**ROLE MATCH** Brad Benne, reported title "*EXECUTIVE DI*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 4 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	86 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	80 <sup>th</sup>
Reportable pay only (column D), adjusted	88 <sup>th</sup>
All sources (D + E + F), adjusted	82 <sup>nd</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 (Brad Benne) 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 270 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$81,953 is reasonable (approximately the 86<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.