

Mercy Housing Franciscan Campus Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Shelly Marquez, Executive Director / CEO** (\$29,805) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **67th** percentile of comparable organizations within the typical range

Benchmarked executive: Shelly Marquez — 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 (L11).

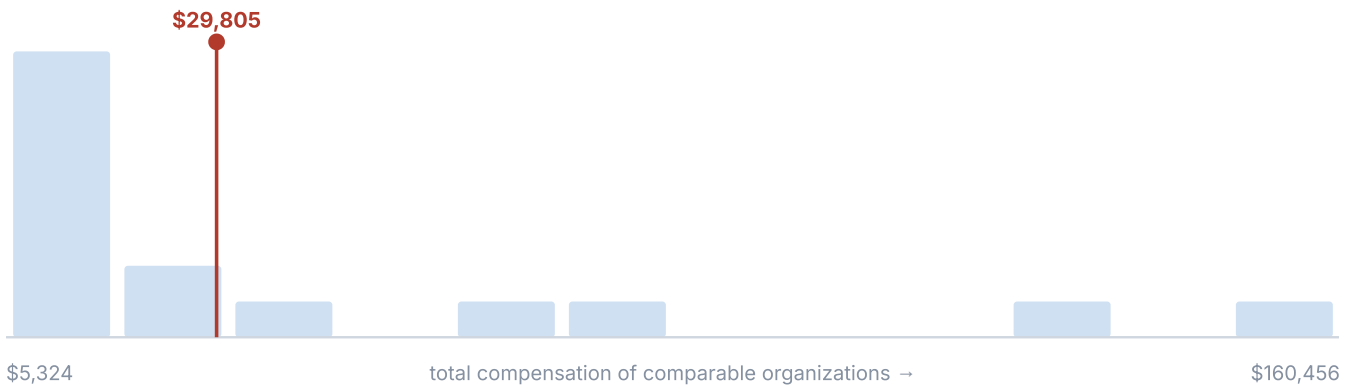
BUDGET Total revenue between \$80,754 and \$180,793 — 0.67x to 1.50x the subject's \$120,529 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L11), nationwide + budget 0.67–1.5x revenue.

15 organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,281	\$9,904	\$12,321	\$51,827	\$105,695	\$29,805
---------	---------	----------	----------	-----------	----------



■ 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 CO 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
Poplar Place Housing Corporation	MO	\$114,571	President And Ceo, Freeman Health System / Director	\$38,297	\$42,302	2024
Rhf Holdings Group Inc	CA	\$110,743	President/ceo	\$68,128	\$61,352	2024
Uhab Housing Development Fund	NY	\$110,282	President Thru March 2023	\$5,487	\$5,324	2023
Dow Rummel Community Enhancement	SD	\$108,743	Ceo	\$8,052	\$9,268	2024
Cplc Health Inc	AZ	\$132,435	Chairman	\$71,144	\$73,462	2023
Charles County Nursing & Rehabilitation	MD	\$107,267	President, Foundation	\$10,245	\$10,284	2023
Nmhc Research Foundation	DC	\$134,571	President	\$170,301	\$160,456	2023
Memphis Union Mission Support	TN	\$101,257	President	\$11,240	\$12,321	2024
The Maples Housing Corporation	MO	\$100,810	Executive Director	\$9,171	\$10,130	2024
New Community Shelter Foundation Inc	WI	\$98,299	Treasurer/secretary	\$9,120	\$9,677	2025
Bethany Lutheran Foundation Inc	SD	\$97,105	Ceo/bethany Lutheran Home	\$10,017	\$11,529	2024
Deaconess Abundant Life Communities	MA	\$96,832	Ceo/president	\$31,641	\$29,652	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Grf 9812 Lockport Road Inc	NY	\$85,457	Chief Financial Officer	\$6,321	\$5,957	2024
Northport Movin' Out Inc	WI	\$84,384	Ceo	\$18,932	\$20,620	2024
Ed Farmer Foundation	TX	\$160,402	Trustee	\$121,915	\$127,183	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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	15 organizations. Compensation range \$5,324–\$160,456; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$120,529); for reference, expenses \$438,140 and assets \$4,408,467. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Shelly Marquez, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	15 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	67th

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	60 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	67 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 (Shelly Marquez) 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 15 similarly situated organizations (Same NTEE sector (L11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,805 is reasonable (approximately the 67th 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.