

# Rockland Community Services Inc

Executive Director / CEO

EIN 813967429

NY · NTEE P01

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Donna Ehrenberg, Executive Director / CEO** (\$2,989) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

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

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (P01).

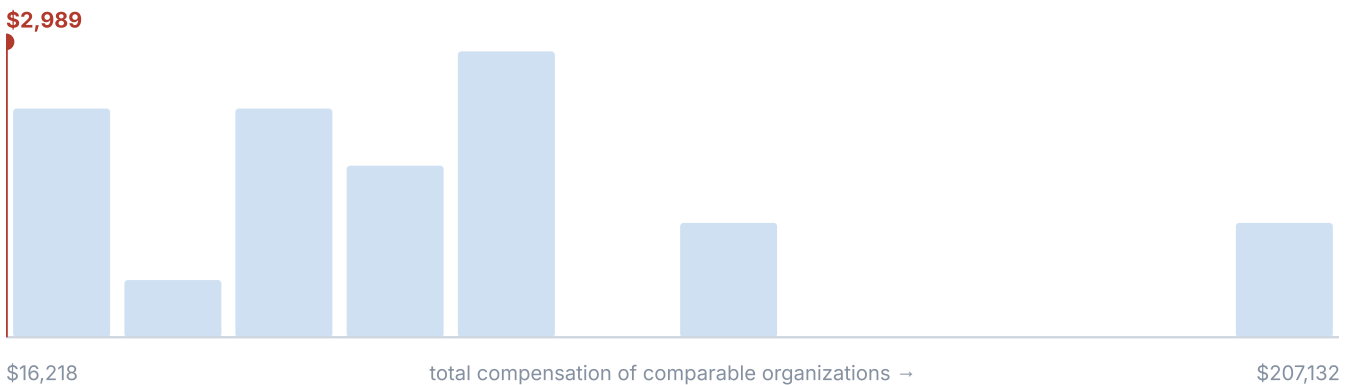
**BUDGET** Total revenue between \$141,527 and \$316,852 — 0.67x to 1.50x the subject's \$211,235 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (P01), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography

→ **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,957

\$52,559

\$72,265

\$90,769

\$114,809

**\$2,989**



## ■ 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
<a href="#">Farmily</a>	NV	\$215,106	Executive Director	\$61,006	<b>\$65,731</b>	2024
<a href="#">Casa Of Laramie County</a>	WY	\$217,929	Executive Di	\$60,982	<b>\$72,265</b>	2023
<a href="#">Our Voice Nuestra Voz</a>	LA	\$197,087	Executive Director	\$175,000	<b>\$207,132</b>	2024
<a href="#">Women In Technology Of Northwest Arkansas</a>	AR	\$226,659	President & Founder	\$43,500	<b>\$52,559</b>	2024
<a href="#">The Clock Inc</a>	IL	\$194,146	Executive Di	\$60,231	<b>\$63,649</b>	2024
<a href="#">The Truth Project Inc</a>	TX	\$243,200	Founder And Ceo	\$69,151	<b>\$74,354</b>	2024
<a href="#">The Family Action Of Tennessee Inc</a>	TN	\$177,541	President/secretary	\$82,368	<b>\$93,065</b>	2024
<a href="#">Inclusion Zone</a>	DC	\$177,412	Executive Director	\$92,494	<b>\$87,245</b>	2024
<a href="#">Pregnancy Center Solutions</a>	TX	\$176,261	Ceo	\$23,750	<b>\$25,537</b>	2024
<a href="#">Mississippians Against Human Trafficking</a>	MS	\$267,157	Executive Director	\$50,000	<b>\$61,627</b>	2023
<a href="#">Organizacion Latina Trans In Texas</a>	TX	\$269,622	Executive Director	\$103,712	<b>\$114,809</b>	2023
<a href="#">Prism United</a>	AL	\$152,086	Executive Director	\$48,335	<b>\$56,129</b>	2024
<a href="#">Youmominc</a>	FL	\$273,158	President	\$16,061	<b>\$16,218</b>	2024
<a href="#">Florida State Alliance Of Ymcas Inc</a>	FL	\$143,420	President/ceo	\$28,240	<b>\$27,782</b>	2025
<a href="#">Triumphant Hands Inc</a>	NY	\$287,036	Executive Director	\$91,508	<b>\$88,883</b>	2024
<a href="#">The Groundswell Group Inc</a>	NY	\$287,248	Chief Execut	\$93,450	<b>\$90,769</b>	2024
<a href="#">The Health &amp; Housing Consortiuminc</a>	NY	\$294,677	Executive Director	\$111,762	<b>\$111,762</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Families In Action For Justice</a>	CA	\$300,000	Ceo	\$28,210	<b>\$26,957</b>	2023
<a href="#">Tri-lakes Center For Independent</a>	NY	\$307,890	Executive Di	\$42,974	<b>\$41,741</b>	2024
<a href="#">Mapp Inc</a>	CT	\$309,595	President	\$77,090	<b>\$79,989</b>	2023
<a href="#">Travel Unity Inc</a>	NY	\$310,772	Executive Director	\$211,104	<b>\$205,047</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$16,218–\$207,132; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$211,235); for reference, expenses \$151,934 and assets \$87,452.
ROLE MATCH	Donna Ehrenberg, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>

BASIS

SUBJECT PERCENTILE

Reportable pay only (column D), adjusted

10<sup>th</sup>

All sources (D + E + F), adjusted

0<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 (Donna Ehrenberg) 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 10, 2026, comparing compensation against 21 similarly situated organizations (Same NTEE sector (P01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,989 is reasonable (approximately the 0<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 10, 2026.