

Collaborating Agencies

Executive Director / CEO

EIN 831035628
 CA · NTEE M20
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Marsha Hovey, Executive Director / CEO** (\$72,000) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (M20).

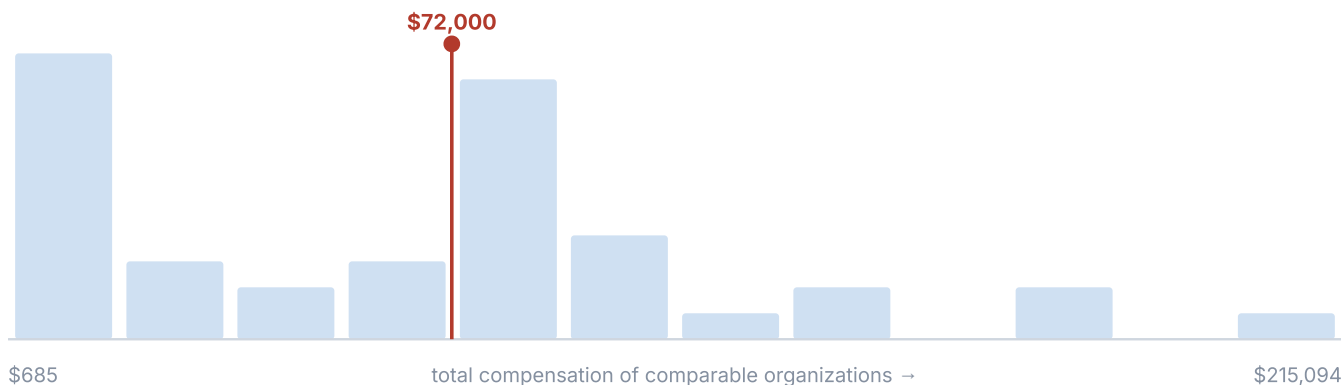
BUDGET Total revenue between \$206,540 and \$462,405 — 0.67x to 1.50x the subject's \$308,270 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (M20), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,516	\$17,565	\$72,288	\$93,309	\$130,368	\$72,000
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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
District 2 Hospital Preparedness	IN	\$298,080	Readiness And Response Coordinator	\$82,091	\$97,378	2024
Houtzdale Ramey Emergency Medical	PA	\$319,216	Vice President	\$56,464	\$63,338	2024
Operation Blessing Disaster Relief Services Inc	VA	\$330,380	President	\$22,347	\$24,271	2024
Ideal Firefighter Relief Assn	MN	\$280,771	President	\$599	\$685	2023
California Gun Rights Foundation	NV	\$280,169	Executive Director	\$16,000	\$18,040	2024
4b Disaster Response Network	TX	\$280,109	Executive Director	\$60,000	\$69,506	2023
Arlington Fire Relief Association	MN	\$279,106	Treasurer	\$900	\$1,000	2024
Red Lightning	AZ	\$277,286	President And Ceo	\$80,000	\$86,544	2024
District 6 Hospital Preparedness Planning Committe	IN	\$340,535	Business Operations Manager	\$89,208	\$105,821	2024
Where To Turn Inc	NY	\$262,611	Exec. Direct	\$99,000	\$103,600	2023
Jefferson County Long Term Recovery	TX	\$261,535	Disaster Recovery Director	\$72,000	\$81,014	2024
Israel Rescue Coalition Inc	NY	\$260,000	Vice President	\$13,743	\$13,969	2024
Compound Of Compassion	CO	\$256,405	President	\$15,050	\$16,712	2023
Us Hart Cares A Nj Nonprofit Corporation	NJ	\$250,220	Ceo	\$35,500	\$35,654	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
911 Environmental Action Inc	NY	\$249,408	President	\$73,000	\$76,392	2023
Bac Disaster Relief Fund Inc	DC	\$248,957	President	\$163,181	\$165,832	2023
Coastal Alabama Partnership	AL	\$374,253	Executive Director	\$177,000	\$215,094	2024
New Jersey Association For Floodplain Management	NJ	\$234,675	Exec Director	\$12,466	\$12,519	2024
Community Organizations Active	FL	\$233,766	Ceo	\$108,455	\$111,651	2025
Hope Desoto Long Term Recovery	FL	\$230,888	Executive Di	\$68,409	\$72,288	2024
Rebuild Paradise Foundation	CA	\$230,879	Executive Director	\$75,500	\$73,334	2024
Cb Avalanche Center Inc	CO	\$227,426	Executive Director	\$29,812	\$32,155	2024
New York State United Teachers Disaster Relief & Scholarship Fund	NY	\$225,980	Secretary	\$136,101	\$138,339	2024
Communities United Inc	FL	\$224,071	Executive Director	\$48,000	\$52,220	2023
Robbinsdale Fire Relief Association	MN	\$222,352	President	\$1,900	\$2,111	2024

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.

■ Sample, role match & sensitivity

PEER COUNT **39** organizations. Compensation range \$685–\$215,094; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$308,270); for reference, expenses \$271,152 and assets \$212,298.
ROLE MATCH	Marsha Hovey, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	49 th
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	41 st

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 (Marsha Hovey) 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 39 similarly situated organizations (Same NTEE sector (M20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,000 is reasonable (approximately the 49th 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.