

Physicians For Social Responsibility - San Francisco Bay Area Chapter

Executive Director / CEO

EIN 942702750
 CA · NTEE Q41
 FY ending 2024-06-30
 June 10, 2026

This analysis benchmarks the total compensation of **Marj Plumb Drph, Executive Director / CEO** (\$17,309) against **every comparable organization** that fit the selection criteria — **41** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

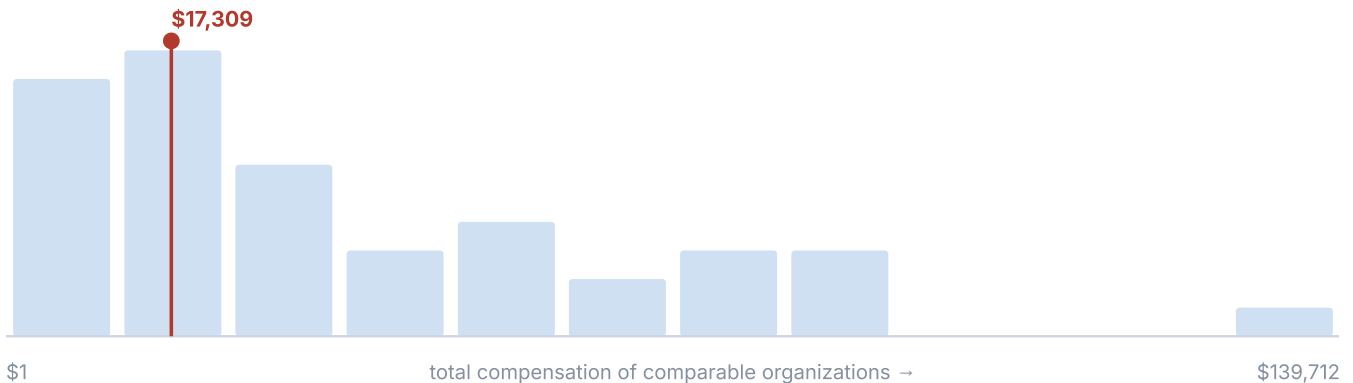
Benchmarked executive: Marj Plumb Drph — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q41).
BUDGET	Total revenue between \$42,794 and \$95,808 — 0.67x to 1.50x the subject's \$63,872 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Q), nationwide + budget 0.67–1.5x revenue.

41 organizations qualified on sector, size, and geography → **41** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,944 10TH	\$13,732 25TH	\$27,425 MEDIAN	\$50,771 75TH	\$76,435 90TH	\$17,309 THIS ORG · 32ND
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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
Edens Song Ministry Inc	ID	\$65,239	President	\$22,500	\$28,538	2023
Compassion Corps	PA	\$62,343	Executive Director	\$16,500	\$19,055	2024
Foundation Ministries Inc	OH	\$66,635	Treasurer/secretary	\$2,400	\$2,944	2024
Ghanaian Mother's Hope Inc	FL	\$60,932	President/treasurer	\$2,600	\$2,829	2024
The Grace Children's Foundation	NY	\$67,416	President & Ceo	\$40,000	\$41,859	2024
Kopernik Solutions	NY	\$59,988	President	\$8,505	\$8,900	2024
Cambodian Outreach Project	CO	\$67,818	Director	\$14,700	\$16,324	2024
Los Medicos Voladores	CA	\$68,270	Treasurer	\$19,774	\$19,264	2025
The Raoul Wallenberg Committee Of The	NY	\$59,068	President	\$69,558	\$72,790	2024
Global Solidarity Fund	DC	\$68,907	President & Director	\$49,959	\$50,771	2024
Code For India Inc	CA	\$57,350	Ceo	\$30,000	\$30,886	2023
Utah Refugee Goats	UT	\$55,258	President	\$28,385	\$34,637	2023
International Aid For Korean Animals	CA	\$55,223	President	\$25,000	\$25,000	2024
Caribbean Resource Ministries	MS	\$72,845	Exe Director	\$23,004	\$30,546	2023
Worldlink Associates	MN	\$54,758	President	\$39,500	\$45,200	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Thomas Merton Center Inc	PA	\$75,200	Executive Director	\$46,848	\$52,708	2025
Birthright Africa Incorporated	NY	\$75,431	Director/ceo	\$26,207	\$27,425	2024
Hope In The Night	MN	\$52,078	President	\$12,000	\$13,732	2024
International Women's Democracy Center	DC	\$52,039	President	\$22,500	\$22,866	2024
Foundation Rwanda Inc	NY	\$49,573	Executive Director & Vice-president	\$36,400	\$39,216	2023
Global Gifts Inc	IN	\$80,332	Former Exe Dir	\$37,500	\$47,150	2023
The Global Assistance Foundation Inc	FL	\$47,168	President	\$1	\$1	2023
Fountain Of Christ Ministries	FL	\$80,969	Vice President	\$6,000	\$6,528	2024
Creative Armenia	CA	\$82,461	President	\$48,750	\$48,750	2024
Friends Of The Amazon	CA	\$45,241	President	\$82,443	\$82,443	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 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 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 41 organizations. Compensation range \$1–\$139,712; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$63,872); for reference, expenses \$325,021 and assets \$153,849. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Marj Plumb Drph, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	32 nd
Total compensation (D + F), as reported (no adjustments)	34 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	32 nd

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 (Marj Plumb Drph) 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 41 similarly situated organizations (Same NTEE major group (Q), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$17,309 is reasonable (approximately the 32nd 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.