

Amo Membership Assistance Program Trust

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Daniel Robichaux, Executive Director / CEO** (\$80,688) against **every comparable organization** that fit the selection criteria — **19** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

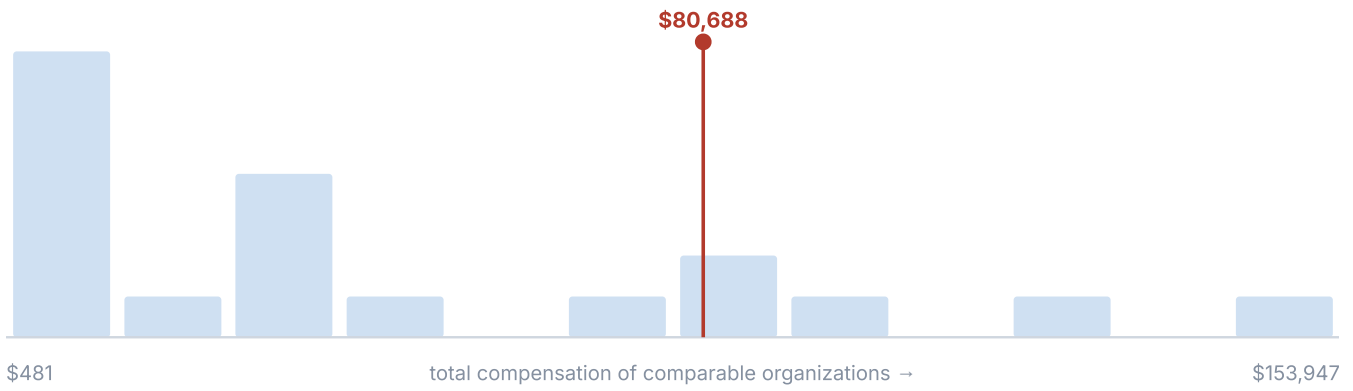
Benchmarked executive: Daniel Robichaux — reported title "TRUSTEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M20).
BUDGET	Total revenue between \$91,270 and \$204,337 — 0.67x to 1.50x the subject's \$136,225 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M20), nationwide + budget 0.67–1.5x revenue.

19 organizations qualified on sector, size, and geography → **19** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,831	\$9,140	\$28,830	\$74,151	\$103,077	\$80,688
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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 FL 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
Acts Allowing Christ To Shine Inc	IN	\$135,174	President	\$61,180	\$70,707	2023
Pender United Inc	NC	\$133,204	Executive Director	\$24,000	\$28,291	2022
Westhaven Water Supply Corporation	TX	\$141,971	General Manager	\$15,945	\$16,978	2024
Iada Foundation	ID	\$142,147	Executive Director	\$105,318	\$119,261	2024
Solar Responders Inc	NY	\$128,727	Founder/ceo	\$100,000	\$99,031	2023
Thirsty Lands Inc	PA	\$128,413	Executive Dir.	\$1,600	\$1,698	2024
Lovington Comm Ambulance Serv Inc	IL	\$145,867	Treasurer	\$4,050	\$4,364	2023
Greene County Interfaith Volunteers	NC	\$122,266	Ex Director	\$41,760	\$45,932	2024
Dewey Henderson United Professional	KY	\$119,230	Executive Director	\$11,395	\$13,032	2024
Capracare Inc	NY	\$154,101	President & Ceo	\$10,097	\$9,999	2023
Florida National Guard Foundation Inc	FL	\$154,888	Executive Dir.	\$31,200	\$31,200	2024
Eastport Chemical Fire Engine Company Nu	NY	\$116,198	Secretary	\$500	\$481	2024
The Elevated Studio Inc	NY	\$161,388	Executive Director/president	\$35,600	\$35,255	2023
Bowmanstown Volunteer Fire Company	PA	\$170,750	Treasurer	\$7,800	\$8,280	2024
Ua Charitable Fund Trust	MD	\$174,618	Trustee	\$154,691	\$153,947	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Carlton Complex Long Term Recovery Group	WA	\$175,703	Executive Director	\$84,335	\$80,375	2024
Good Will Fire Company Of Bridgeport Pa	PA	\$94,439	President	\$4,470	\$4,745	2024
Georgia Association Of Realtors	GA	\$93,549	Ceo	\$26,163	\$28,830	2023
Apostleship Of The Sea Of The Usa	TX	\$195,291	Secretary General	\$72,872	\$77,595	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	19 organizations. Compensation range \$481-\$153,947; filing years 2022-2024.
SIZE BASIS	Matched on total revenue (\$136,225); for reference, expenses \$51,414 and assets \$711,537. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Daniel Robichaux, reported title " <i>TRUSTEE</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	84 th
Total compensation (D + F), as reported (no adjustments)	79 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	89 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 (Daniel Robichaux) 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 19 similarly situated organizations (Same NTEE sector (M20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$80,688 is reasonable (approximately the 84th 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.