

Taylor Hose Company No 1

Executive Director / CEO

EIN 250833850

PA · NTEE X20

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Robert Rhoades, Executive Director / CEO** (\$28,846) against **every comparable organization** that fit the selection criteria — **566** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Robert Rhoades — reported title “DIRECTOR”, 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 (X20).
BUDGET	Total revenue between \$110,632 and \$247,684 — 0.67x to 1.50x the subject's \$165,123 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X20), nationwide + budget 0.67–1.5x revenue.

566 organizations qualified on sector, size, and geography → **566** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,554	\$24,236	\$44,301	\$76,073	\$105,643	\$28,846
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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 PA 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
Dave Martin Ministries Inc	OK	\$165,634	President	\$57,497	\$65,363	2023
Hope International Missions	LA	\$165,984	President	\$36,000	\$40,925	2023
Baptist Student Center Of Southeast	MO	\$163,635	Student Ctr	\$69,532	\$76,031	2023
Glorious Silver Mission	CA	\$167,187	Ceo	\$61,581	\$53,323	2024
Women Of Valor Ministries Inc	MD	\$162,907	Executive Director	\$33,461	\$32,296	2023
Future Leadership Foundation	MO	\$167,354	Executive Di	\$6,490	\$6,893	2024
Four10 Ministries Inc	IN	\$162,446	Executive Di	\$46,000	\$48,644	2024
Brazil River Of Life Ministries	TN	\$162,445	Executive Director	\$31,090	\$32,771	2024
Living Way Christian Fellowship	PA	\$162,236	Co Pastor	\$20,766	\$21,379	2023
Taylorglobalconsult	TX	\$161,825	President	\$84,696	\$87,467	2023
Caritas Center For Christian Format	IL	\$161,564	President	\$84,550	\$81,205	2025
Nudge Ministries	GA	\$168,806	President	\$73,525	\$74,133	2024
Northstar Church Of The Arts	NC	\$169,030	Executive Director	\$88,810	\$92,019	2024
Audience Of One Inc	IL	\$169,063	Executive Director	\$14,535	\$14,752	2023
Faithhealthinnovations Inc	NC	\$169,108	Director, President (To 7/30/23)	\$444,897	\$474,588	2023
Crossroads Christian Ministries	PA	\$161,065	Co-pastor	\$20,000	\$20,591	2023
Connection Ministries Inc	IN	\$160,875	Executive Director	\$44,520	\$47,079	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Christ Apostolic Church Of Orlando Inc	FL	\$160,668	President/pastor	\$36,000	\$33,913	2024
Praying Effectively For The Lost	LA	\$160,601	Director	\$98,272	\$108,511	2024
Heaven Rules Ministries Inc	NC	\$160,290	President	\$72,980	\$75,617	2024
The Prophet Chamber Eagle Wings Ministries International Inc	GA	\$160,185	President	\$32,146	\$33,370	2023
Antioch Breakthrough Ministries Inc	FL	\$160,100	Pastor/president	\$41,632	\$39,219	2024
Activation International Ministries	MI	\$160,082	President	\$26,934	\$27,878	2024
St Raphael Center Inc	OH	\$170,171	President	\$60,000	\$63,725	2024
Faithworks Christians In Mission	AZ	\$159,973	President	\$34,090	\$33,847	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	566 organizations. Compensation range \$1–\$474,588; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$165,123); for reference, expenses \$140,152 and assets \$263,678.
ROLE MATCH	Robert Rhoades, reported title " <i>DIRECTOR</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	8 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	31 st
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	31 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 (Robert Rhoades) 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 566 similarly situated organizations (Same NTEE sector (X20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,846 is reasonable (approximately the 31st 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.