

50 Roses Foundation

Executive Director / CEO

EIN 273555903

MO · NTEE R99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rick Ruderer, Executive Director / CEO** (\$27,500) 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 **41st** percentile of comparable organizations

within the typical range

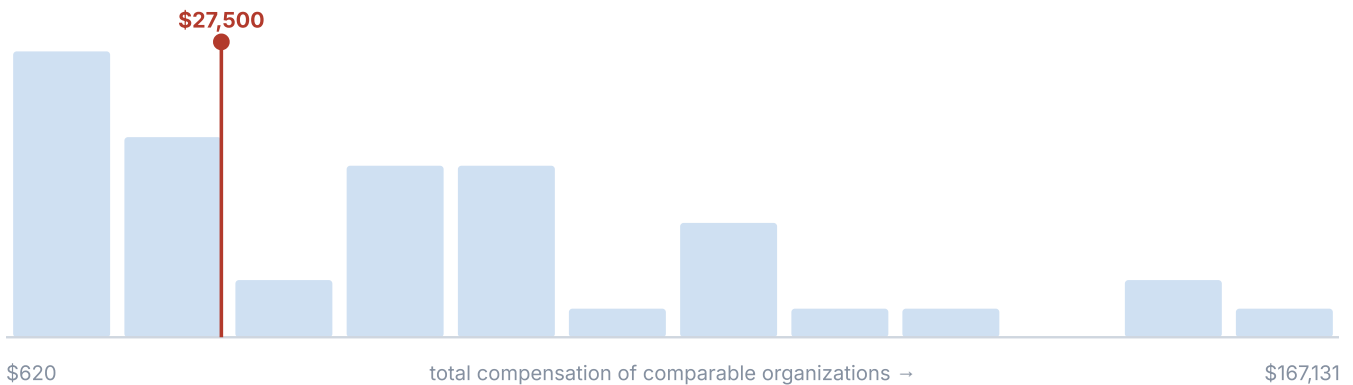
Benchmarked executive: Rick Ruderer — reported title "Executive Director", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (R99).
BUDGET	Total revenue between \$151,530 and \$339,247 — 0.67x to 1.50x the subject's \$226,165 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (R99), 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



\$4,684	\$14,499	\$44,287	\$66,260	\$109,587	\$27,500
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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 MO 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
Cultural Engagement Laboratory	CA	\$225,003	President (See Sched O)	\$7,565	\$6,349	2023
Sign Research Foundation	VA	\$223,203	Isa President/ceo	\$127,875	\$120,016	2023
Mississippi Faith Based Coalition For Community Renewal Inc	MS	\$222,524	Executive Director	\$55,300	\$59,868	2023
Texas Coalition To Abolish The Death Penalty	TX	\$222,344	Executive Director	\$93,150	\$87,975	2024
El MOVimiento Sique Inc	CO	\$234,078	Director	\$5,000	\$4,661	2023
Black Skeptics Los Angeles	CA	\$217,917	Board Member	\$1,308	\$1,066	2024
Leadmo Action	MO	\$234,670	Executive Director	\$64,174	\$66,070	2023
Iowa Center For Children's Justice	IA	\$217,376	Executive Director	\$76,325	\$81,234	2023
Secular Coalition For America Inc	DC	\$214,141	Exec Director	\$60,656	\$50,255	2024
New York Birth Control Action Fund	NY	\$213,837	Executive Dir.	\$96,665	\$88,387	2022
Milwaukee Freedom Fund Incorporated	WI	\$212,208	Eecutive Dir	\$85,115	\$86,405	2023
Registrars Of Voters Of Connecticut Inc	CT	\$209,488	Treasurer	\$700	\$620	2024
National Federation For Just	NY	\$207,109	President	\$77,664	\$66,260	2024
Rhiza Inc	NY	\$206,804	Board Member & Co-founder	\$13,750	\$12,077	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cuba Study Group Inc	DC	\$246,841	Executive Director	\$170,984	\$145,848	2023
The Campaign To Keep Guns	NY	\$205,168	Executive Director	\$15,250	\$13,395	2023
Move To Amend	CA	\$253,286	Director	\$4,800	\$4,029	2023
No More A Stranger Foundation	UT	\$254,010	Executive Director	\$45,831	\$44,287	2024
Formed Foundation	DC	\$255,102	Director	\$27,500	\$22,784	2024
World Without Hate Inc	WA	\$266,442	Founder & President	\$38,000	\$33,070	2023
Interfaith Action For Human Rights	VA	\$183,596	Executive Director	\$40,625	\$37,035	2024
Operation Liberation	MO	\$180,778	President/tr	\$46,152	\$46,152	2024
Dont Shoot Portland	OR	\$273,365	Program Direct	\$160,000	\$144,430	2023
Norcal Poodle Rescue	CA	\$178,925	Board Chair/president	\$18,480	\$15,066	2024
Organization For Polyamory And	CA	\$275,610	Executive Dir.	\$69,173	\$58,061	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 \$620–\$167,131; filing years 2022–2024.

SIZE BASIS Matched on total revenue (\$226,165); for reference, expenses \$217,544 and assets \$27,605.

ROLE MATCH	Rick Ruderer, reported title " <i>Executive Director</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	3 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	41st
Total compensation (D + F), as reported (no adjustments)	37th
Reportable pay only (column D), adjusted	46th
All sources (D + E + F), adjusted	39th

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 (Rick Ruderer) 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 41 similarly situated organizations (Same NTEE sector (R99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$27,500 is reasonable (approximately the 41st 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.