

Friends Of Abilities First

Executive Director / CEO

This analysis benchmarks the total compensation of **Margarett Rollwagen, Executive Director / CEO** (\$35,133) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Margarett Rollwagen — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

BUDGET Total revenue between \$25,322 and \$56,692 — 0.67x to 1.50x the subject's \$37,795 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,896	\$11,537	\$26,267	\$42,317	\$81,839	\$35,133
---------	----------	----------	----------	----------	----------



■ 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
Fort Wayne Rescue Mission	IN	\$37,564	Former Ceo	\$40,226	\$40,051	2024
Vocal-ny Action Fund Inc	NY	\$38,650	Co-executive Director	\$43,682	\$38,368	2023
Athletes Services Network America	TX	\$39,192	Commissioner	\$25,200	\$23,800	2024
Altruistry Foundation Inc	FL	\$40,173	Executive Director / Secretary	\$96,000	\$85,148	2024
Center For Justice & Freedom Inc	NY	\$40,462	President	\$291,667	\$248,839	2024
Family And Community Services Of	OH	\$41,263	Exec Director	\$2,132	\$2,132	2024
Illinois Masonic Outreach Services	IL	\$43,260	Grand Secretary	\$8,542	\$7,929	2024
Friendship First Inc	NY	\$43,429	Executive Director	\$38,992	\$34,249	2023
Mckenzie Community Develoment Corporation	OR	\$31,093	Executive Director	\$40,000	\$36,107	2023
Lutheran Mission Society San Diego	CA	\$30,915	Missionary Director	\$135,418	\$113,664	2023
The Hub Resource Center Inc	TX	\$45,439	President & Sec	\$16,486	\$16,030	2023
Mobc-boscobel Inc	TN	\$29,154	Secretary	\$16,502	\$16,860	2023
Justice Compassion And Hope	OR	\$47,319	President	\$369	\$324	2024
Nature Ninos	NM	\$28,011	President	\$10,600	\$10,764	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Minorities For Equality In Employment Education Liberty And Justice	TX	\$47,711	Executive Director	\$45,850	\$44,582	2023
Raphaels Refuge Inc	TX	\$27,023	Director	\$12,660	\$12,310	2023
East Savannah United Inc	GA	\$49,030	Executive Di	\$81,477	\$79,633	2023
Hope For Widows	TX	\$49,108	President	\$6,000	\$5,667	2024
Communities Helping Each And Everyone Reach Success Incorporate	OH	\$26,461	Program Director	\$12,926	\$12,926	2024
Bring It Home Florida Inc	FL	\$50,995	Director	\$29,615	\$26,267	2024
Mountain Lake Services Foundation	NY	\$51,373	Executive Dir.	\$27,595	\$23,543	2024
Conversations To Remember	NJ	\$53,528	Executive Director	\$60,000	\$50,579	2024
Kelly Apartments Inc	MN	\$53,979	Chief Executive Officer	\$8,191	\$7,867	2023
Rising Above Bakery Inc	NJ	\$55,927	President	\$67,750	\$57,112	2024
Highlawn Community Alliance Inc	WV	\$56,000	Former Executive Director 7/23-3/24	\$38,667	\$39,528	2024

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 **27** organizations. Compensation range \$324–\$248,839; filing years 2023–2024.

SIZE BASIS	Matched on total revenue (\$37,795); for reference, expenses \$46,457 and assets \$226,117.
ROLE MATCH	Margarett Rollwagen, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	59 th
Total compensation (D + F), as reported (no adjustments)	56 th
Reportable pay only (column D), adjusted	48 th
All sources (D + E + F), adjusted	81 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 (Margarett Rollwagen) 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 27 similarly situated organizations (Same NTEE sector (P20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,133 is reasonable (approximately the 59th 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.