

Friends Of The Pool Inc

Executive Director / CEO

EIN 300537276

FL · NTEE B11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rob Dixon, Executive Director / CEO** (\$44,000) against **every comparable organization** that fit the selection criteria — **123** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

Benchmarked executive: Rob Dixon — 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 (B11).
BUDGET	Total revenue between \$145,690 and \$326,172 — 0.67x to 1.50x the subject's \$217,448 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

123 organizations qualified on sector, size, and geography → **123** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,290	\$17,557	\$30,159	\$65,614	\$95,368	\$44,000
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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
City Of Orange Public Library Foundation	CA	\$218,507	Executive Director	\$42,000	\$37,498	2024
Omart Women Supporting Women	PA	\$219,279	President	\$48,201	\$49,699	2024
Cencal Youth Sports	CA	\$219,561	Executive Director	\$24,400	\$21,785	2024
Trinity Education Foundation	WA	\$215,309	Interim Executive Director	\$83,062	\$79,161	2023
The Educators' Cooperative	TN	\$214,686	Executive Director	\$40,000	\$43,472	2024
Goshen Band Boosters Inc	IN	\$222,405	Treasurer	\$2,400	\$2,549	2025
Bartow High School Yellow Jackets	FL	\$223,839	Treasurer	\$4,800	\$4,542	2025
Partners In Education Foundation	KS	\$223,931	Executive Director	\$27,615	\$30,846	2024
Peace Academic Center Inc	KS	\$210,137	Secretary/administrator	\$36,000	\$41,400	2023
St Cloud State University Alumni	MN	\$209,881	Executive Director	\$25,055	\$25,597	2024
Cookeville Cosmetology School Inc	TN	\$225,792	President	\$15,600	\$16,954	2024
Redwood Foundation Inc	KY	\$225,962	Ceo	\$18,505	\$20,556	2024
International Association Of	IL	\$225,966	Director	\$26,000	\$26,429	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Qualitative						
Friends Of Cambridge Rindge And	MA	\$226,231	Program Coordinator	\$44,032	\$39,856	2025
Covenant Academy In The Hills	MI	\$226,604	Ceo	\$72,650	\$77,533	2024
Putnam Education Partnership Foundation	TN	\$208,115	Director	\$23,200	\$25,214	2024
The Wayne Hospital Foundation Inc	OH	\$228,137	President/ceo	\$42,978	\$48,456	2023
Cornish Foundation	WA	\$228,749	President (Thru 7/24)	\$25,694	\$23,172	2025
Re-imagining Migration Inc	MA	\$232,236	Executive Director	\$215,532	\$206,170	2023
Whitefish School District Education Foundation	MT	\$202,027	Executive Director	\$22,917	\$25,542	2024
The Citadel Real Estate Foundation	SC	\$201,708	Executive Director	\$122,625	\$136,177	2023
Ferdinand Building Development	MA	\$233,859	Treasurer/chief Of Operations	\$30,741	\$28,562	2024
North Dakota High School Coaches	ND	\$234,192	Executive Secretary	\$10,200	\$11,573	2024
Bfb Foundation Inc	NC	\$199,887	Executive Director (Ended 5/2023)	\$18,750	\$20,623	2023
Imagine America Foundation	VA	\$236,304	President & Ceo	\$145,399	\$149,442	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2023 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	123 organizations. Compensation range \$2,549–\$551,795; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$217,448); for reference, expenses \$121,324 and assets \$282,407. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Rob Dixon, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	49 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	62 nd
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	77 th
All sources (D + E + F), adjusted	37 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 (Rob Dixon) 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 123 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$44,000 is reasonable (approximately the 62nd 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.