

Maumee Seniors Inc

Executive Director / CEO

EIN 311326336

OH · NTEE P81Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Malinda Ruble, Executive Director / CEO** (\$64,836) against **every comparable organization** that fit the selection criteria — **140** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Malinda Ruble — reported title "EXC. DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

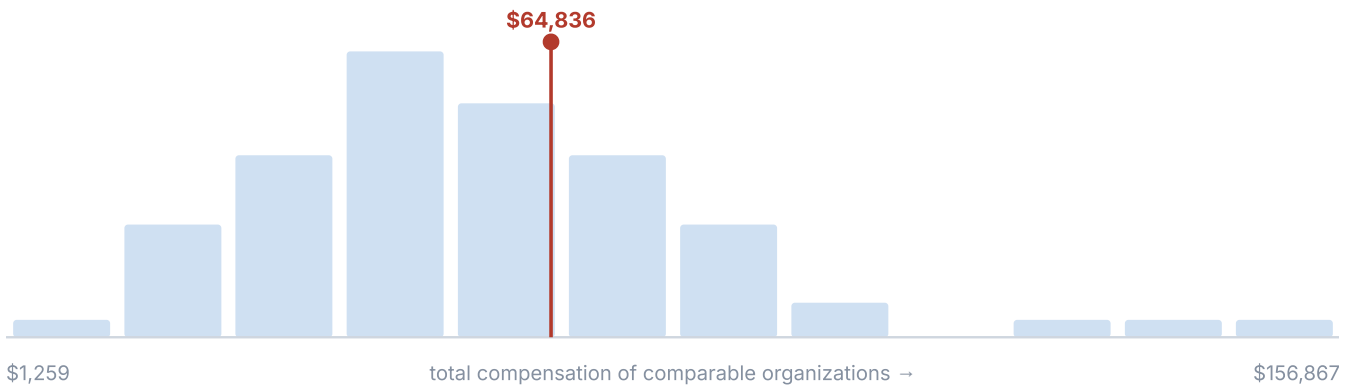
SECTOR Organizations sharing the subject's NTEE classification (P81Z).

BUDGET Total revenue between \$303,015 and \$678,393 — 0.67x to 1.50x the subject's \$452,262 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P81), nationwide + budget 0.67–1.5x revenue.

140 organizations qualified on sector, size, and geography → **140** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$25,711	\$39,986	\$53,298	\$71,002	\$85,664	\$64,836
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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 OH 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
Senior Center Of Elk Grove Inc	CA	\$450,167	Executive Dir.	\$57,011	\$46,480	2024
Golden Age Council Inc	CO	\$456,624	Executive Director	\$17,275	\$16,101	2023
Franklin County Senior Citizens	AR	\$456,639	Executive Director	\$33,636	\$35,697	2024
Cowley County Council On Aging Inc	KS	\$460,126	Previous Executive Director	\$60,442	\$63,472	2023
La Jolla Community Center	CA	\$440,851	Executive Dir.	\$85,000	\$69,298	2024
Madison County Elderly Services Inc	IA	\$464,189	Executive Director	\$66,893	\$67,371	2025
Inter-church Council Of Greater	MA	\$464,599	Director	\$87,721	\$74,425	2024
Heritage Senior Center Inc	PA	\$438,136	Executive Director (Until 12/23)	\$41,283	\$38,870	2024
Murphys Senior Center	CA	\$467,574	Schetzline	\$35,631	\$29,049	2024
Kingman County Council On Aging Inc	KS	\$434,565	Executive Director	\$47,275	\$48,221	2024
Covenant Place Foundation	MO	\$470,877	President And Ceo	\$17,274	\$17,274	2024
Southside Senior & Community Center	WA	\$432,496	Executive Di	\$27,500	\$23,246	2024
Project Concern Inc	KS	\$472,106	Executive Director	\$52,949	\$54,008	2024
Oxford Senior Center Inc	PA	\$475,631	Executive Di	\$92,169	\$84,544	2025
Bell County Senior Citizens	KY	\$476,055	Executive Director	\$39,960	\$39,489	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Dalhart Senior Citizens Association	TX	\$427,857	Secretary, Executive Direc	\$32,000	\$31,115	2023
Meridian Area Senior Citizens	ID	\$477,088	Center Director	\$79,940	\$80,290	2024
Drive A Senior Austin Texas	TX	\$426,687	Executive Director	\$59,867	\$58,211	2023
Kennett Area Senior Center Inc	PA	\$481,912	Executive Di	\$80,000	\$73,382	2025
Clinton Community Christian Corp	MS	\$421,902	Executive Di	\$48,139	\$50,620	2024
Ashland County Aging Unit	WI	\$483,070	Executive Di	\$45,000	\$45,682	2023
Senior Citizens Inc	SD	\$420,768	Center Exec	\$55,618	\$57,954	2024
Claiborne Voluntary Council On Aging Inc	LA	\$483,767	Executive Director	\$47,840	\$49,736	2024
Colleton County Council On Aging	SC	\$419,760	Executive Di	\$60,705	\$61,559	2023
Broken Arrow Seniors Inc	OK	\$486,051	Executive Dir.	\$76,536	\$81,920	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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 **140** organizations. Compensation range \$1,259–\$156,867; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$452,262); for reference, expenses \$423,777 and assets \$279,154.

ROLE MATCH	Malinda Ruble, reported title "EXC. DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	68 th
Total compensation (D + F), as reported (no adjustments)	64 th
Reportable pay only (column D), adjusted	70 th
All sources (D + E + F), adjusted	64 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 (Malinda Ruble) 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 140 similarly situated organizations (Same NTEE sector (P81), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,836 is reasonable (approximately the 68th 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.