

# Ntra Charities Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Rooney, Executive Director / CEO** (\$15,681) against **every comparable organization** that fit the selection criteria — **108** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **47<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Thomas Rooney — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B19).

**BUDGET** Total revenue between \$20,854 and \$46,689 — 0.67x to 1.50x the subject's \$31,126 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

**108** organizations qualified on sector, size, and geography → **108** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,063	\$9,627	\$17,147	\$40,252	\$89,322	\$15,681
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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 KY 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
<a href="#">Colorado Association For The Education Of Young Children</a>	CO	\$31,460	Executive Director	\$7,843	<b>\$7,502</b>	2022
<a href="#">Penfield Montessori Academy Inc</a>	WI	\$31,509	Chair	\$10,076	<b>\$9,795</b>	2024
<a href="#">Wave Enterprises Inc</a>	CA	\$30,717	President	\$49,666	<b>\$39,918</b>	2024
<a href="#">New Mexico Tech University Research Park</a>	NM	\$31,646	Vice President	\$30,919	<b>\$30,953</b>	2024
<a href="#">Actschoools Incorporated</a>	KY	\$30,472	Headmaster	\$10,440	<b>\$10,171</b>	2025
<a href="#">Books From Birth</a>	TX	\$31,847	Board Member - President And Treasurer	\$6,300	<b>\$5,866</b>	2024
<a href="#">Topass Foundation</a>	CA	\$31,984	President	\$3,632	<b>\$2,919</b>	2024
<a href="#">Alliance Aft Education Center Inc</a>	TX	\$30,267	Coordinator	\$10,100	<b>\$9,681</b>	2023
<a href="#">Hedin-hartnagel Memorial Fund</a>	MN	\$32,205	Executive Secretary	\$9,996	<b>\$9,465</b>	2023
<a href="#">Yeshiva Toras Chaim Of Greater</a>	FL	\$30,000	Director	\$66,080	<b>\$59,487</b>	2023
<a href="#">The Aspire Difference Foundation Inc</a>	GA	\$30,000	President	\$15,892	<b>\$15,312</b>	2023
<a href="#">Palm Beach County Literacy Coalition</a>	FL	\$29,472	President	\$15,581	<b>\$13,624</b>	2024
<a href="#">Maryland Theological College And Seminary</a>	MD	\$32,984	Officer	\$1,299	<b>\$1,163</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Oea Educational Foundation</a>	OH	\$29,165	Oea Executive Director, Ex Officio	\$72,639	<b>\$71,610</b>	2024
<a href="#">State Of Maryland Literacy Association Inc</a>	MD	\$28,978	Treasurer	\$5,508	<b>\$4,935</b>	2023
<a href="#">Casper College Education Trust</a>	WY	\$28,887	Executive Director	\$43,990	<b>\$43,845</b>	2024
<a href="#">Slover Library Foundation</a>	VA	\$28,481	Chairman & President	\$145,000	<b>\$134,162</b>	2023
<a href="#">Advertising Education Foundation Of</a>	TX	\$33,851	Secretary	\$5,500	<b>\$4,989</b>	2025
<a href="#">Marian Middle School Supporting Organiza</a>	MO	\$34,193	President	\$19,976	<b>\$19,693</b>	2024
<a href="#">Lansing Kansas Scholarship Fund Inc</a>	KS	\$34,342	Treasurer	\$5,000	<b>\$5,028</b>	2024
<a href="#">Plumbers &amp; Pipefitters Local 104 Scholarship Fund</a>	MA	\$27,060	President	\$90,715	<b>\$78,116</b>	2023
<a href="#">Ohio News Media Foundation</a>	OH	\$35,242	Executive Director & Secretary	\$10,100	<b>\$9,957</b>	2024
<a href="#">Sheffield Township Library</a>	PA	\$26,715	Librarian	\$15,152	<b>\$14,064</b>	2024
<a href="#">Berlin Free Library Association</a>	CT	\$26,698	Head Librarian	\$15,068	<b>\$13,150</b>	2024
<a href="#">American Chiropractic Foundation</a>	VA	\$26,437	Executive Vice President	\$17,826	<b>\$16,494</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	108 organizations. Compensation range \$140–\$422,421; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$31,126); for reference, expenses \$48,915 and assets \$228,094. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Thomas Rooney, reported title “CEO”, benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	47 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	94 <sup>th</sup>

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 (Thomas Rooney) 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 108 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$15,681 is reasonable (approximately the 47<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.