

# Rural Services Of Indiana Inc

Executive Director / CEO

EIN 352102901

IN · NTEE S32

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Roslyn M Amor, Executive Director / CEO** (\$130,050) against **every comparable organization** that fit the selection criteria — **22** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

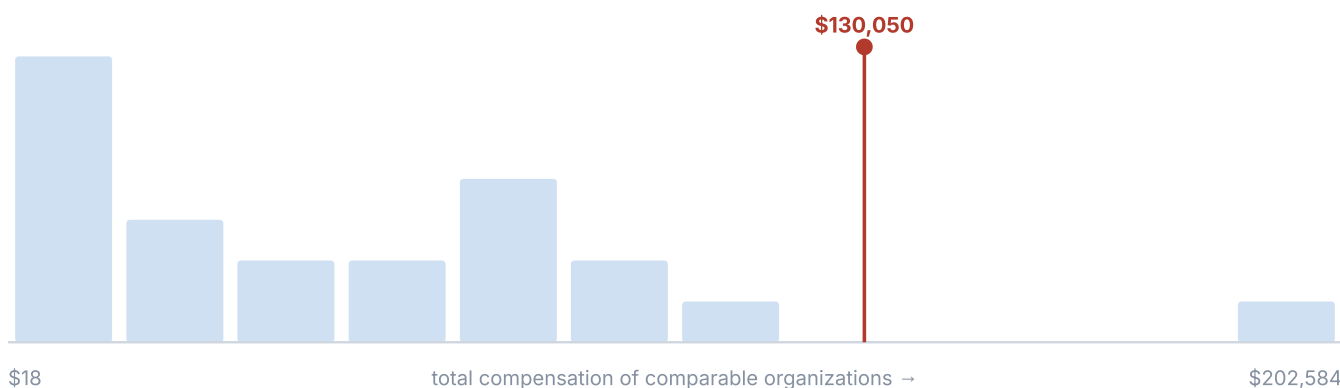
**Benchmarked executive:** Roslyn M Amor — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR Organizations sharing the subject's NTEE classification (S32).
- BUDGET Total revenue between \$179,253 and \$401,313 — 0.67x to 1.50x the subject's \$267,542 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (S32), nationwide + budget 0.67–1.5x revenue.

**22** organizations qualified on sector, size, and geography → **22** within the band form the benchmarked peer set.

## Distribution of comparable compensation



<b>\$3,697</b>	<b>\$13,089</b>	<b>\$44,569</b>	<b>\$71,120</b>	<b>\$95,551</b>	<b>\$130,050</b>
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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 IN 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="#">Yadkin County Economic Development</a>	NC	\$273,413	President	\$101,010	<b>\$96,131</b>	2024
<a href="#">Center For Community Transformation Inc</a>	OK	\$277,565	Secretary-treasurer	\$4,257	<b>\$4,318</b>	2024
<a href="#">Rural Preservation Company Of Clinton</a>	NY	\$278,985	Executive Dir.	\$55,105	<b>\$45,864</b>	2024
<a href="#">Valdese Economic Development Invest</a>	NC	\$288,431	Director	\$72,711	<b>\$71,243</b>	2023
<a href="#">Rei Capital Access Fund Inc</a>	OK	\$292,647	President	\$42,667	<b>\$43,273</b>	2024
<a href="#">Cadco Foundation Inc</a>	WV	\$239,336	President And Ceo From 10/01/24	\$19	<b>\$18</b>	2024
<a href="#">Griggs-steele Empowerment Zone Inc</a>	ND	\$296,295	President	\$360	<b>\$364</b>	2024
<a href="#">Beautiful Downtown Lewiston</a>	ID	\$226,853	Executive Dir.	\$72,120	<b>\$75,734</b>	2022
<a href="#">The Living River Restoration Trust</a>	VA	\$311,836	Executive Director	\$29,231	<b>\$25,995</b>	2024
<a href="#">Logan County Economic Development</a>	CO	\$320,715	Executive Director	\$113,473	<b>\$103,178</b>	2023
<a href="#">Rural Development Leadership</a>	NY	\$206,538	President	\$20,000	<b>\$16,646</b>	2024
<a href="#">The Granary Foundation</a>	NE	\$329,446	Executive Director	\$17,257	<b>\$17,096</b>	2024
<a href="#">Greencastleputnam Co Developmt Cntr Inc</a>	IN	\$203,626	Executive Director	\$93,000	<b>\$90,332</b>	2024
<a href="#">Southernmost Illinois Delta Empowerment Zone Inc</a>	IL	\$332,466	Executive Director	\$63,591	<b>\$57,583</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">West End Economic Development Corporation</a>	CO	\$200,738	Executive Director	\$71,536	<b>\$65,046</b>	2023
<a href="#">Beadle And Spink Enterprise</a>	SD	\$340,295	Executive Di	\$67,175	<b>\$68,285</b>	2024
<a href="#">Harrison County Agriculture Society</a>	IA	\$191,314	Manager	\$3,600	<b>\$3,631</b>	2024
<a href="#">laf Northwest</a>	WA	\$344,164	Lead Organizer	\$5,205	<b>\$4,292</b>	2024
<a href="#">Driftless Development Inc</a>	WI	\$186,492	Executive Director	\$73,550	<b>\$70,749</b>	2024
<a href="#">Rural Consumer Services Corporation</a>	NC	\$374,114	Ceo/general	\$212,866	<b>\$202,584</b>	2024
<a href="#">Northeast Texas Economic Development</a>	TX	\$389,637	Executive Director	\$12,920	<b>\$11,903</b>	2024
<a href="#">Rural Peoples Platform</a>	WA	\$390,950	Executive Director	\$36,207	<b>\$29,857</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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	22 organizations. Compensation range \$18–\$202,584; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$267,542); for reference, expenses \$221,933 and assets \$216,307.
ROLE MATCH	Roslyn M Amor, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 1 peer 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	95 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	86 <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 (Roslyn M Amor) 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 22 similarly situated organizations (Same NTEE sector (S32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$130,050 is reasonable (approximately the 95<sup>th</sup> 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.