

Autism After 21 Inc

Executive Director / CEO

EIN 453843143

FL · NTEE G84

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michelle Rubin Michelle Rubin Miche, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **34** 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**

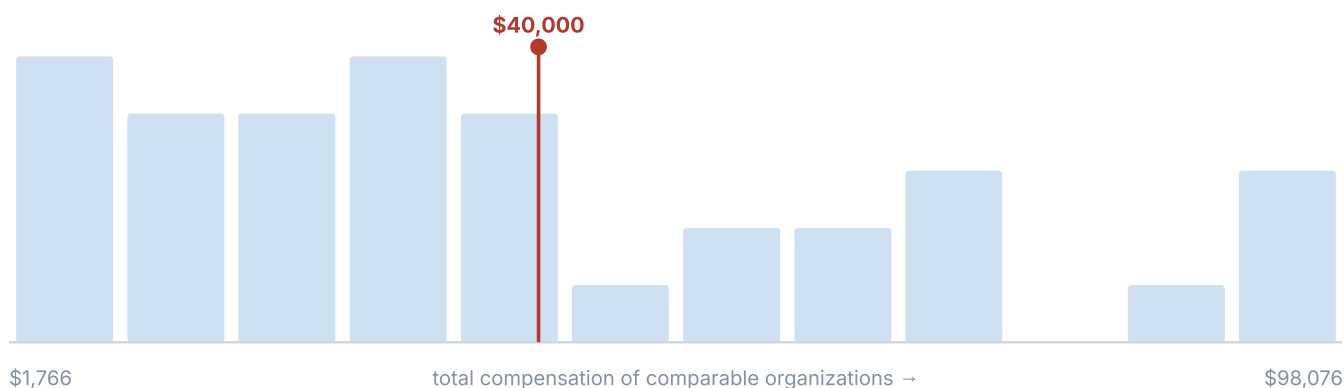
Benchmarked executive: Michelle Rubin Michelle Rubin Miche — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

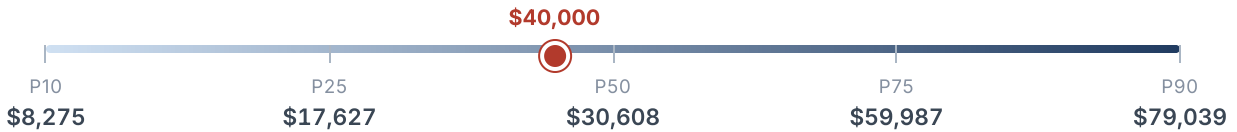
SECTOR	Organizations sharing the subject's NTEE classification (G84).
BUDGET	Total revenue between \$170,755 and \$382,288 — 0.67× to 1.50× the subject's \$254,859 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue.

34 organizations qualified on sector, size, and geography → **34** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,275 10TH	\$17,627 25TH	\$30,608 MEDIAN	\$59,987 75TH	\$79,039 90TH	\$40,000 THIS ORG · 59TH
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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
Abilities Workshop Inc	FL	\$257,827	Director	\$40,000	\$40,000	2024
5-eleven Hoops	CA	\$260,670	Executive Director	\$25,600	\$23,531	2024
The Color Of Autism Foundation	MI	\$262,020	Chief Executive Officer	\$85,300	\$96,490	2023
Seeds Of Love	PA	\$237,579	Gm/president	\$15,933	\$17,413	2023
The Whole Spectrum Autism Foundation	NJ	\$276,577	Ceo	\$8,640	\$8,212	2024
Asls Incorporated	CA	\$231,051	President	\$8,899	\$8,422	2023
Autism Empowerment	WA	\$283,060	Board Member	\$1,800	\$1,766	2023
Hunt2heal	MI	\$226,580	Executive Director	\$56,750	\$60,745	2025
Asd Adult Achievement Center Inc	FL	\$218,689	President	\$26,900	\$27,695	2023
Ag For Autism	AR	\$216,270	Assistant	\$5,000	\$5,983	2024
Autism Care Today	CA	\$294,338	Director	\$64,498	\$61,037	2023
Autism Society Of The Keys Inc	FL	\$211,036	Executive Dir.	\$65,000	\$66,920	2023
Autism Trust Usa	TX	\$208,305	Secretary	\$40,220	\$44,092	2023
International Society For Austism	FL	\$205,078	Executive Di	\$18,270	\$18,270	2024
Multicultural Autism Action Network	MN	\$203,519	Executive Director	\$39,495	\$41,542	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Community For Autism And Motor Planning	AZ	\$306,925	Interim Executive Director	\$23,111	\$24,359	2023
Coles Horse Autism Therapy Station	VA	\$199,361	Sec/treasurer	\$11,109	\$11,755	2023
Every Child	CA	\$311,793	Vice President	\$35,890	\$32,989	2024
Garretts Place Life Skills Center For Autism	MI	\$196,480	Executive Director	\$13,594	\$14,936	2024
Together Enhancing Autism Awareness In	MS	\$195,740	Ceo	\$29,203	\$35,645	2023
Sensational Fun Inc	NY	\$193,991	Executive Director	\$26,750	\$26,491	2023
Independent Identity	TX	\$320,346	Executive Director	\$88,892	\$97,450	2023
Feat Of Louisville Inc	KY	\$326,810	Executive Di	\$70,025	\$82,449	2023
Candor Nc	NC	\$182,134	Executive Director	\$19,250	\$21,799	2023
Autism Society Northwestern Pennsylvania	PA	\$328,542	Executive Director	\$65,039	\$71,081	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 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 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 34 organizations. Compensation range \$1,766–\$98,076; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$254,859); for reference, expenses \$229,744 and assets \$94,734.

ROLE MATCH Michelle Rubin Michelle Rubin Miche, reported title "*DIRECTOR*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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)	62 nd
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	56 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 (Michelle Rubin Michelle Rubin Miche) 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 34 similarly situated organizations (Same NTEE sector (G84), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 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.