

Rouse Hsfbbc

Executive Director / CEO

This analysis benchmarks the total compensation of **All In One Tax Services, Executive Director / CEO** (\$8,300) against **every comparable organization** that fit the selection criteria — **131** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: All In One Tax Services — reported title “BOOKKEEPER”, 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 (B11).

BUDGET Total revenue between \$158,457 and \$354,756 — 0.67x to 1.50x the subject's \$236,504 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

131 organizations qualified on sector, size, and geography → **131** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,982	\$17,924	\$32,244	\$61,081	\$90,315	\$8,300
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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 TX 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
Imagine America Foundation	VA	\$236,304	President & Ceo	\$145,399	\$144,491	2023
Kfbfsf Inc	NC	\$237,983	Director	\$81,759	\$84,452	2024
The Academic Council On The Un System Inc	DC	\$238,663	Executive Director	\$99,998	\$90,315	2023
National Inventors Hall Of Fame Selection	OH	\$238,787	President	\$74,158	\$80,839	2023
North Dakota High School Coaches	ND	\$234,192	Executive Secretary	\$10,200	\$11,190	2024
Ferdinand Building Development	MA	\$233,859	Treasurer/chief Of Operations	\$30,741	\$27,616	2024
Viking Booster Club	ID	\$239,718	Concession Stand Mrg	\$6,130	\$6,711	2023
Re-imagining Migration Inc	MA	\$232,236	Executive Director	\$215,532	\$199,339	2023
New Brunswick Education Foundation	NJ	\$243,793	Executive Di	\$60,000	\$53,554	2024
Cornish Foundation	WA	\$228,749	President (Thru 7/24)	\$25,694	\$22,404	2025
The Wayne Hospital Foundation Inc	OH	\$228,137	President/ceo	\$42,978	\$46,850	2023
Plano Works Leadership Foundation	TX	\$245,302	President/ceo	\$18,331	\$17,858	2025
Stafford Education Foundation Incor	VA	\$246,262	Executive Di	\$50,000	\$48,262	2024
Ontario-montclair Schools Foundation	CA	\$246,287	Omsf Director	\$46,396	\$41,233	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Covenant Academy In The Hills	MI	\$226,604	Ceo	\$72,650	\$74,964	2024
Santiago Canyon College Foundation	CA	\$246,541	Interim Executive Director (April '23-jun '23)	\$59,204	\$52,617	2023
Santa Clara City Library	CA	\$246,620	Executive Dir.	\$95,968	\$82,843	2024
Whole School Leadership	IL	\$246,631	Executive Director	\$86,000	\$84,522	2024
Friends Of Cambridge Rindge And	MA	\$226,231	Program Coordinator	\$44,032	\$38,536	2025
International Association Of Qualitative	IL	\$225,966	Director	\$26,000	\$25,553	2024
Redwood Foundation Inc	KY	\$225,962	Ceo	\$18,505	\$19,875	2024
Cookeville Cosmetology School Inc	TN	\$225,792	President	\$15,600	\$16,393	2024
Northeast Kansas Library Foundation Inc	KS	\$248,500	System Director	\$39,198	\$42,334	2024
Norwin School District Community Foundation	PA	\$248,891	Director	\$78,101	\$80,161	2023
Partners In Education Foundation	KS	\$223,931	Executive Director	\$27,615	\$29,824	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	131 organizations. Compensation range \$2,324–\$533,514; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$236,504); for reference, expenses \$237,615 and assets \$0.
ROLE MATCH	All In One Tax Services, reported title "BOOKKEEPER", 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	52 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	17 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	13 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 (All In One Tax Services) 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 131 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,300 is reasonable (approximately the 17th 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.