

Union Mission Of Roanoke Rapids

Executive Director / CEO

EIN 560649264

NC · NTEE P28Z

FY ending 2023-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Ben Rathbun, Executive Director / CEO** (\$11,038) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

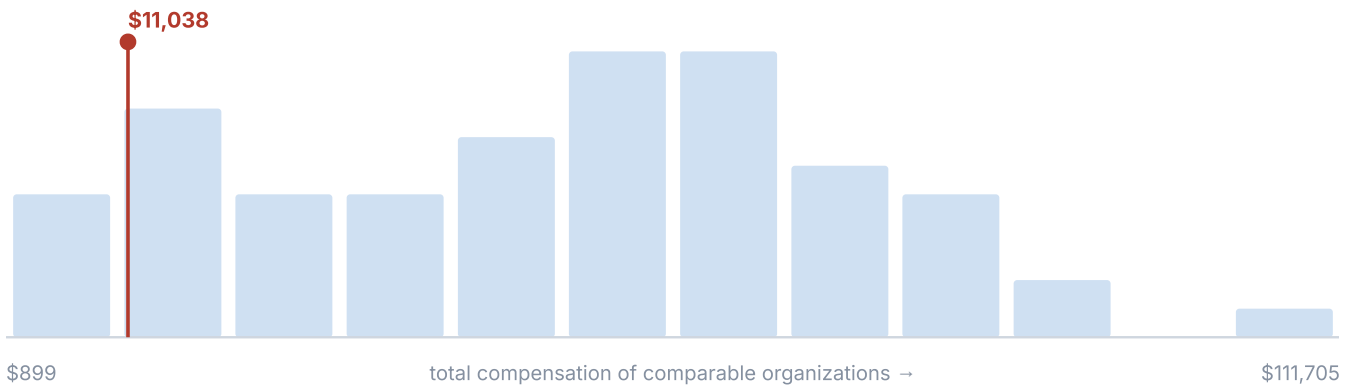
Benchmarked executive: Ben Rathbun — reported title “Executive Director - Part Yea”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P28Z).
BUDGET	Total revenue between \$235,687 and \$527,658 — 0.67x to 1.50x the subject's \$351,772 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P28), nationwide + budget 0.67–1.5x revenue.

64 organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,984	\$27,973	\$47,518	\$64,337	\$76,985	\$11,038
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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 NC 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
Boston Missionary Baptist Community Center Inc	MA	\$352,721	President	\$7,000	\$6,088	2023
333 Valley Street An	CT	\$356,151	Ceo	\$17,000	\$14,983	2024
Children's Institute Of Los Angeles	CA	\$361,903	Secretary	\$61,573	\$51,457	2023
One Fourteen Dwelling Inc	MN	\$362,881	Executive Di	\$120,259	\$111,705	2024
Easton Area Neighborhood Centers Inc	PA	\$366,425	Executive Director (7/1/2022-12/31/2022)	\$88,415	\$85,332	2023
Justice House	NM	\$332,846	Office Assistant	\$12,480	\$12,618	2024
Sinai Family Life Center	IL	\$373,635	Executive Director	\$60,000	\$57,088	2023
Trinity Educational Community Center	SC	\$326,055	Member	\$25,200	\$25,443	2023
Yns Affordable Housing Inc	MA	\$325,962	President	\$52,861	\$44,653	2024
The Red Hook Community Center Inc	NY	\$323,237	Executive Dir.	\$61,685	\$53,946	2023
Coconut Grove Cares Inc	FL	\$381,152	Executive Director	\$48,788	\$43,084	2024
Alpine Community Center Inc	CA	\$385,727	Executive Dir.	\$88,734	\$72,027	2024
Jesse Cosby Neighborhood Center Inc	IA	\$316,945	Executive Director	\$62,315	\$62,486	2025
River Center Of New Castle Inc	CO	\$311,128	Executive Director	\$35,115	\$31,652	2024
Hebron Food Pantry Inc	MA	\$395,135	Executive Dir.	\$41,458	\$36,055	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maricopa Community Alliance Against	AZ	\$399,475	Director	\$52,434	\$47,404	2024
Regional Engagement Center	PA	\$407,028	President	\$55,000	\$51,559	2024
Straight Street Laurens Inc	SC	\$295,515	Executive Director	\$27,958	\$28,228	2023
Carver Community Center	IN	\$294,648	Executive Director	\$38,000	\$38,783	2023
Whatsoever Community Center In	MO	\$284,074	Gascich Exec D	\$63,368	\$63,092	2024
Palmyra Community Center	NY	\$421,460	Member	\$4,830	\$3,998	2025
Diaper Train	NC	\$423,201	Exec Directo	\$52,500	\$50,994	2024
East Bluff Community Center Nfp	IL	\$425,103	Exec Director	\$17,500	\$16,173	2024
The Deposit Community Center Inc	NY	\$425,564	New. Executive Director	\$28,437	\$24,156	2024
North Yonkers Preservation And	NY	\$276,408	Executive Di	\$36,665	\$32,065	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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 **64** organizations. Compensation range \$899–\$111,705; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$351,772); for reference, expenses \$371,888 and assets \$220,132.

ROLE MATCH Ben Rathbun, reported title "*Executive Director - Part Yea*", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	8 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	16 th
All sources (D + E + F), adjusted	6 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 (Ben Rathbun) 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 13, 2026, comparing compensation against 64 similarly situated organizations (Same NTEE sector (P28), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,038 is reasonable (approximately the 8th 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 13, 2026.