

Southern Research Institute Veba

Executive Director / CEO

EIN 562439567

AL · NTEE Y43

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David A Rutledge, Executive Director / CEO** (\$32,634) against **every comparable organization** that fit the selection criteria — **125** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80th** percentile of comparable organizations within the typical range

Benchmarked executive: David A Rutledge — reported title “TRUSTEE/DULY AUTHORIZED OFFICIAL”, 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 (Y43).
BUDGET	Total revenue between \$94,056 and \$210,574 — 0.67x to 1.50x the subject's \$140,383 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

125 organizations qualified on sector, size, and geography → **125** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$484	\$2,007	\$10,160	\$23,502	\$51,220	\$32,634
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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 AL 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
Sons Of Italy	PA	\$141,177	President	\$1,800	\$1,662	2024
Sierra Vista Lodge No 2065	AZ	\$141,677	Secretary	\$6,000	\$5,203	2025
Atlanta Water Association Inc	MS	\$137,303	President	\$360	\$362	2025
Cutchogue Cemetery Association	NY	\$143,463	Superintendent	\$15,607	\$13,054	2024
Bpoe Elks Palmetto Lodge 2449	FL	\$137,282	Secretary	\$3,218	\$2,798	2024
Fraternal Order Of Eagles	AK	\$144,953	Secretary	\$3,450	\$2,974	2025
Ifpa Retiree Veba Trust	IL	\$145,198	Trustee	\$86,672	\$78,872	2024
Shelby Owls Club Nest 2553 Inc	OH	\$145,274	Secretary/tr	\$29,120	\$28,549	2024
Boston Public School Teachers Retirement	MA	\$145,473	Secretary	\$22,439	\$18,665	2024
Pleasant Hill Volunteer Fire Department Inc	NC	\$134,969	President	\$905	\$866	2024
Benevolent & Protective Order Of Elks	WV	\$134,349	Treasurer	\$2,400	\$2,405	2024
Uniao Portuguesa Beneficente Inc	RI	\$133,796	President	\$1,000	\$888	2024
New Escalante Irrigation Company	UT	\$147,158	President	\$500	\$488	2023
Broad Run Baptist Cemetery Association	WV	\$147,810	Vice Chairman	\$5,200	\$5,212	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sheet Metal Workers Union Local 29	KS	\$147,989	Chairman	\$53,991	\$53,991	2024
Henderson Fire Department	MN	\$132,462	President	\$400	\$377	2023
Milton-freewater Oregon Lodge 2146 Benevolent Protective Order Of Elks	OR	\$148,972	Secretary	\$13,500	\$11,305	2025
Chestnut Hill Cemetery Assn	NY	\$149,264	Caretaker	\$23,637	\$19,771	2024
Benevolent And Protective Order Of Elks 2641 Decatur	TN	\$131,406	Treasurer	\$2,700	\$2,559	2025
Ensemble Innovation Ventures	CO	\$130,971	President And Chief Executive Officer	\$279,529	\$248,103	2024
Clark Shores Water Corporation	MA	\$130,712	President	\$3,160	\$2,706	2023
Knights Of Columbus Council 7612	MD	\$130,470	Financial Secretary	\$512	\$432	2025
Hogan Water Corp	IN	\$130,135	President	\$200	\$201	2023
Gaines Trace Water District	MS	\$150,924	President	\$396	\$398	2025
Louisiana Scottish Rite Foundation	LA	\$129,490	Executive Dir.	\$10,435	\$10,362	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 125 organizations. Compensation range \$74–\$248,103; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$140,383); for reference, expenses \$6,661 and assets \$4,577,660. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	David A Rutledge, reported title " <i>TRUSTEE/DULY AUTHORIZED OFFICIAL</i> ", 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	16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	9 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	80 th
Total compensation (D + F), as reported (no adjustments)	78 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	94 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 (David A Rutledge) 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 125 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$32,634 is reasonable (approximately the 80th 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.