

Rotary Club Of The Villages Foundation Inc

Executive Director / CEO

EIN 593750165

FL · NTEE T30

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Glynda Rogers, Executive Director / CEO** (\$1,200) against **every comparable organization** that fit the selection criteria — **147** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Glynda Rogers — reported title "TREASURER", 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 (T30).

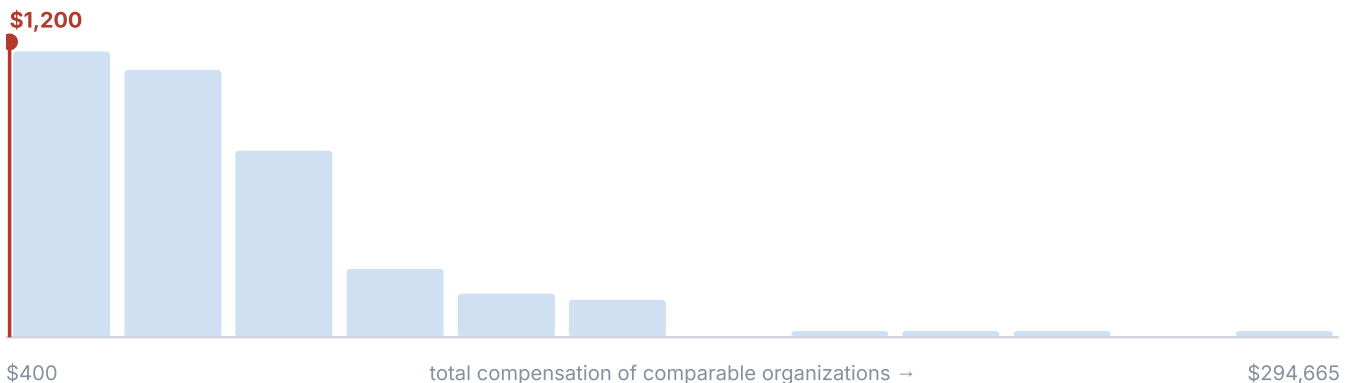
BUDGET Total revenue between \$111,404 and \$249,412 — 0.67x to 1.50x the subject's \$166,275 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

147 organizations qualified on sector, size, and geography

→ **147** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,213

\$19,831

\$39,627

\$64,688

\$103,959

\$1,200



■ 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
Oak Hills Memorial Foundation Inc	MN	\$165,636	Administrator	\$31,555	\$34,069	2024
Sertoma International Nashville	TN	\$167,054	Executive Director	\$25,000	\$27,973	2025
Oberry Center Foundation Inc	NC	\$167,433	Executive Director	\$55,635	\$62,812	2024
Berkeley College Foundation	NJ	\$164,413	Executive Director	\$43,966	\$41,786	2025
The Above And Beyond Foundation	IL	\$164,349	Treasurer	\$1,590	\$1,708	2024
Wallance County Foundation	KS	\$168,299	Chairperson	\$5,088	\$6,006	2024
Royal Promise	MN	\$163,641	President	\$3,000	\$3,239	2024
Women In Charge	MO	\$163,296	Co-executive Director	\$9,756	\$11,290	2024
Canoeing For Kids	SC	\$162,581	Exexecutive Dir	\$31,500	\$35,906	2024
Torch Foundation	CA	\$162,480	President & Ceo	\$151,000	\$146,677	2023
The Professional Peace Officers Star And	CA	\$171,548	President	\$2,490	\$2,349	2024
Roswell Sertoma Club Inc	NM	\$160,632	Secretary	\$5,008	\$5,886	2024
David & Ruth Moskowitz Family Charitable	OH	\$160,207	Trustee	\$54,292	\$64,688	2023
The Mascarenas Foundation	TX	\$160,200	Vice President	\$25,500	\$27,872	2024
Texas Christian Foundation	TX	\$173,694	Relationship Manager	\$103,507	\$113,132	2024
Nwa Challenge For Hope Inc	AR	\$158,642	Executive Director	\$28,000	\$35,405	2023
Curing Retinal Blindness	OH	\$158,539	Ceo	\$49,332	\$58,777	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Steps Together A Nj Non Profit	NJ	\$175,905	Executive Director	\$15,400	\$15,467	2023
The Murdock Fund	MA	\$175,959	Treasurer	\$1,500	\$1,473	2024
Deron Cherry Charitable Foundation	MO	\$176,208	Executive Dir.	\$30,000	\$34,719	2024
Chase Brexton Realty Inc	MD	\$155,000	Vice President	\$82,902	\$84,686	2024
Hope's In Nfp	IL	\$154,887	Director	\$56,249	\$60,422	2024
Rogers Public Library Foundation	AR	\$178,304	Executive Director	\$44,000	\$54,040	2024
The Alex Fund Inc	NY	\$179,799	President	\$8,333	\$8,227	2024
Jewish Foundation For Group Homes	MD	\$152,614	Makom's Ceo	\$49,503	\$50,569	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2025 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	147 organizations. Compensation range \$400–\$294,665; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$166,275); for reference, expenses \$142,883 and assets \$382,597.
ROLE MATCH	Glynda Rogers, reported title " <i>TREASURER</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	45 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	1 st
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	31 st
All sources (D + E + F), adjusted	1 st

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 (Glynda Rogers) 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 147 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,200 is reasonable (approximately the 1st 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.