

Howard & Ethel B Ross Tua 2

Executive Director / CEO

EIN 597109127

FL · NTEE T20J

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Regions Bank Private Wealth Mgmt, Executive Director / CEO** (\$58,773) against **every comparable organization** that fit the selection criteria — **63** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

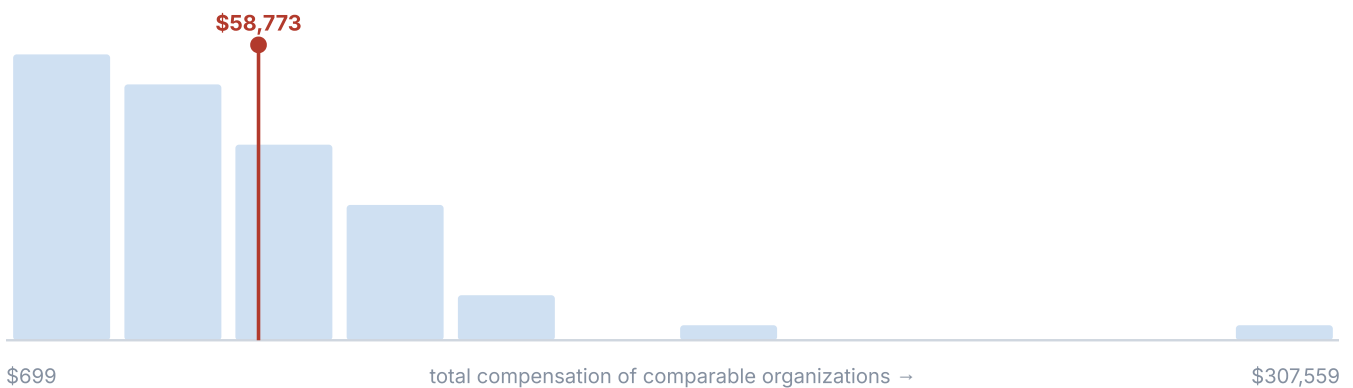
Benchmarked executive: Regions Bank Private Wealth Mgmt — reported title “CO-TRUSTEE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T20J).
BUDGET	Total revenue between \$180,143 and \$403,306 — 0.67x to 1.50x the subject's \$268,871 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T20), nationwide + budget 0.67–1.5x revenue.

63 organizations qualified on sector, size, and geography → **63** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,856 10TH	\$20,799 25TH	\$47,737 MEDIAN	\$75,905 75TH	\$91,651 90TH	\$58,773 THIS ORG · 62ND
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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
Unitarian Universalist Friends Retreat Foundation	TX	\$267,927	Trustee	\$16,099	\$17,649	2023
Myelin Repair Foundation Inc	CA	\$267,774	Ceo	\$120,000	\$107,459	2025
Dress For Success Tampa Bay Inc	FL	\$263,147	Executive Dir.	\$20,768	\$20,768	2024
Surfaid International Usa	CA	\$281,645	Executive Director	\$115,968	\$106,596	2024
Media Cares Foundation Inc	NY	\$285,031	Ceo & Director	\$20,312	\$19,538	2024
Salisbury Urban Ministries Inc	MD	\$287,228	Executive Director	\$69,500	\$69,166	2024
Social Venture Partners Minnesota	MN	\$249,716	Executive Direc	\$61,000	\$64,162	2024
Louisiana Real Estate Foundation	LA	\$288,093	Ceo	\$23,935	\$28,884	2023
Amistad Cristiana Christian Church	TX	\$248,089	Officer	\$64,308	\$68,476	2024
Dwi Resource Center Inc	NM	\$238,946	Executive Di	\$66,560	\$76,205	2024
Archangels Michale & Gabriel Relief Organization	PA	\$299,435	President	\$6,000	\$6,557	2023
Bee Mighty	NC	\$238,219	Executive Dir.	\$35,000	\$38,496	2024
The Community Y Foundation	PA	\$237,938	President	\$48,882	\$51,890	2024
Connectedconectando Educacion	CA	\$237,933	Ceo	\$74,475	\$68,456	2024
Western Governors Foundation	CO	\$301,700	President	\$80,000	\$81,657	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Buffalo Prescott Foundation	MI	\$234,422	Managing Director	\$37,500	\$41,202	2024
Triveni School Of Dance Inc	MA	\$234,173	President	\$79,846	\$78,633	2023
The Cy Rapp And Carolyn Rapp	IA	\$233,659	Secretary	\$600	\$699	2024
I Heermann Anesthesia Foundation	FL	\$231,693	Secretary/tr	\$6,000	\$6,000	2024
Lindas Magnificent Mutts Rescue	IL	\$227,544	President	\$46,375	\$48,532	2024
The Wvi Dolphin Foundation Inc	NY	\$225,682	Executive Dir.	\$48,675	\$46,820	2024
Oakleaf Endowment Trust For	MN	\$312,757	Trustee (Resigned 12/31/23)	\$26,962	\$29,197	2023
Police Foundation Of Colorado Springs	CO	\$224,284	President	\$10,000	\$10,508	2023
Heartland Chamber Music Ltd	MO	\$223,504	Executive Director	\$50,000	\$58,038	2023
Ala Allied Professional Association Inc	IL	\$222,535	Executive Director Thru October 2023	\$25,291	\$26,467	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 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 63 organizations. Compensation range \$699–\$307,559; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$268,871); for reference, expenses \$223,619 and assets \$4,671,452.

ROLE MATCH	Regions Bank Private Wealth Mgmt, reported title " <i>CO-TRUSTEE</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	21 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	62nd
Total compensation (D + F), as reported (no adjustments)	63rd
Reportable pay only (column D), adjusted	65th
All sources (D + E + F), adjusted	33rd

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 (Regions Bank Private Wealth Mgmt) 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 63 similarly situated organizations (Same NTEE sector (T20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,773 is reasonable (approximately the 62nd 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.