

Hot Spring County Rose Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Darlene Edmonson, Executive Director / CEO** (\$16,380) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Darlene Edmonson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P29Z).

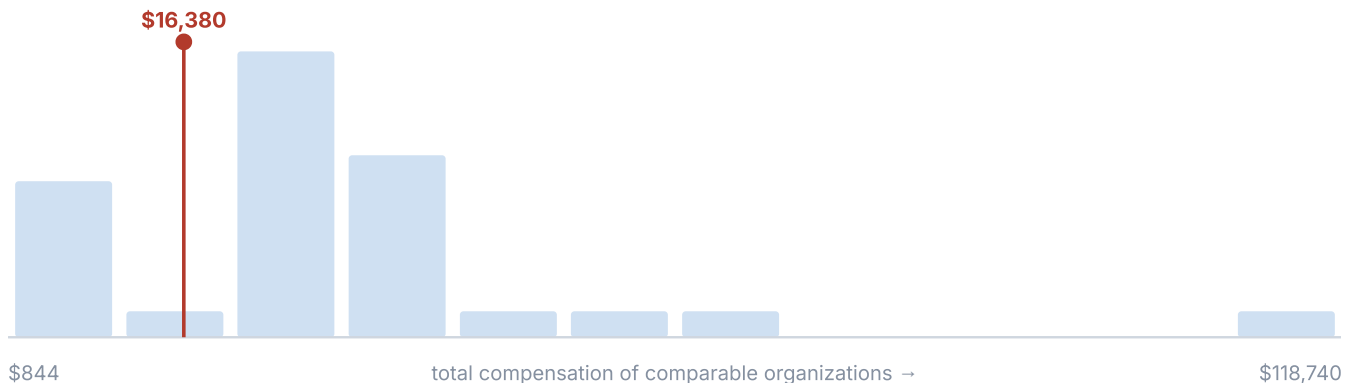
BUDGET Total revenue between \$101,272 and \$226,729 — 0.67x to 1.50x the subject's \$151,153 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P29), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography

→ **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,673

\$20,743

\$27,965

\$36,178

\$49,570

\$16,380



■ 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 AR 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
Serendipity Mercantile	IL	\$152,136	Officer	\$29,504	\$25,805	2024
Cardiostart Resale Thrift	OR	\$152,668	Director	\$44,000	\$36,351	2024
Tailored For Success Inc	MA	\$153,028	Executive Director	\$45,600	\$36,455	2024
St Vincent Depaul Society Of Muscoda Inc	WI	\$148,541	Employee	\$30,099	\$27,965	2024
Saving Grace Outreach Inc	NY	\$146,849	Secretary	\$3,850	\$3,095	2024
Save A Youth Oc Inc	IA	\$156,387	President	\$866	\$844	2024
Taylor's Closet Foundation Inc	FL	\$143,155	Creative Director	\$57,231	\$49,243	2023
Renew Upscale Thrift Inc	MI	\$169,972	Store Director	\$38,269	\$36,178	2023
Overflow Community Thrift Stor	MN	\$176,589	President	\$23,597	\$20,743	2024
Self Help Craft Of The World Inc	VA	\$185,945	Executive Director	\$30,700	\$27,150	2023
Re Gen Er Ate	MI	\$190,260	Board Member	\$29,430	\$27,024	2024
Fort Lupton Food And Clothing Bank	CO	\$190,634	Exec Director	\$21,000	\$17,914	2024
Leavenworth Mission Inc	KS	\$110,698	President	\$120,000	\$118,740	2023
Helping Hand Ministry Inc	TN	\$103,286	Secretary/treasurer	\$32,760	\$30,635	2024
Giving Tree Foundation	NC	\$199,954	Executive Director	\$42,319	\$40,050	2023
Heavens Treasure	SC	\$200,542	Business Manager	\$7,480	\$7,147	2023
Wonderland Thrift Shop	NH	\$201,157	Store Manage	\$33,296	\$28,159	2023
The Highland Thrift Shop Inc	MD	\$208,567	Manager	\$38,437	\$32,913	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Vintage La Conner	WA	\$208,912	Treasurer	\$6,000	\$4,779	2024
The Rise (Resources In Support Of Empowerment) Concept	CA	\$212,913	Executive Director	\$28,500	\$21,894	2024
Cause For Pawz Inc	NY	\$213,348	President	\$30,769	\$25,466	2023
Symposia Community Bookstore	NJ	\$213,480	Manager	\$62,214	\$50,877	2023
Bargain World Thrift Store	LA	\$216,578	Manager	\$28,083	\$28,323	2023
Art Salvage	WA	\$217,122	Executive Dir.	\$33,553	\$26,725	2024
Forest & Found Ltd	IL	\$218,730	President	\$73,500	\$66,183	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AR 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 AR 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	29 organizations. Compensation range \$844–\$118,740; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$151,153); for reference, expenses \$146,785 and assets \$260,282.
ROLE MATCH	Darlene Edmonson, reported title " <i>EXECUTIVE DI</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	24 th
All sources (D + E + F), adjusted	21 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 (Darlene Edmonson) 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 29 similarly situated organizations (Same NTEE sector (P29), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,380 is reasonable (approximately the 21st 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.