

Community Action Social Services & Education Inc

Executive Director / CEO

EIN 742966151

TX · NTEE P60

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Bobby Rankin, Executive Director / CEO** (\$49,390) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **65th** percentile of comparable organizations within the typical range

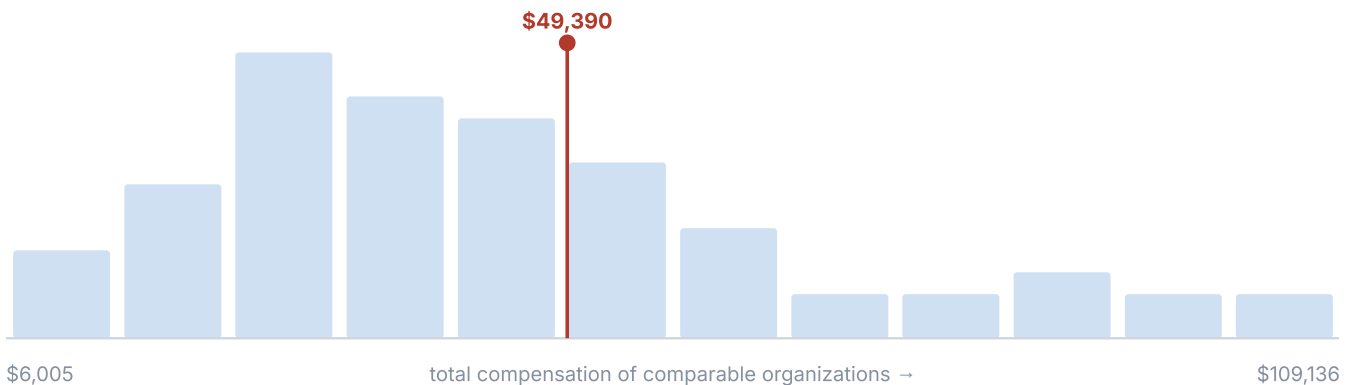
Benchmarked executive: Bobby Rankin — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P60).
BUDGET	Total revenue between \$136,401 and \$305,376 — 0.67x to 1.50x the subject's \$203,584 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P60), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,828 10TH	\$27,096 25TH	\$39,880 MEDIAN	\$57,340 75TH	\$79,529 90TH	\$49,390 THIS ORG · 65TH
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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 TX 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
Every Warrior Network	LA	\$203,801	Chair	\$34,588	\$39,199	2023
Angel Baskets Inc	CO	\$202,270	Executive Director	\$51,000	\$48,888	2024
Florida Automobile Dealers	FL	\$205,050	President	\$47,873	\$46,287	2023
Frog Ministry Inc	FL	\$207,187	President	\$49,920	\$45,673	2025
Mission 615 Inc	TN	\$208,542	President	\$61,000	\$64,099	2024
Together We Achieve	IA	\$209,805	President	\$33,000	\$36,122	2024
Life Line Of Sampson County Inc	NC	\$210,875	Executive Director	\$25,860	\$26,712	2024
Tender Foundation Inc	GA	\$211,147	Executive Director	\$24,000	\$24,837	2023
Innovative Humanitarian Solutions Inc	TX	\$195,397	President	\$73,250	\$73,250	2024
Guernsey County Cancer Society Inc	OH	\$195,383	Director	\$10,950	\$11,594	2024
Good Samaritan Mission Center	PA	\$195,288	Executive Director	\$57,308	\$57,132	2024
Lantern Light Inc	LA	\$194,804	Executive Di	\$70,833	\$77,972	2024
4th Street Basement Boutique	OH	\$193,593	President & Ceo	\$24,857	\$27,096	2023
Stripes Of A Warrior Inc	CA	\$192,459	Organizer	\$12,399	\$11,019	2023
New Hope On The Last Frontier	AK	\$214,863	Executive Director	\$62,047	\$59,302	2024
Angel Heart Pajama Project	AZ	\$220,442	Executive Di	\$60,000	\$57,685	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Hope Sanger	CA	\$222,641	Ceo/president	\$32,500	\$28,884	2023
Families And Individuals Sharing Hope	MN	\$224,642	Executive Director	\$87,097	\$86,035	2024
Palatka Christian Service Center Inc	FL	\$224,972	Executive	\$23,555	\$22,121	2024
Flagstaff International Relief Effort	AZ	\$181,567	President	\$100,700	\$99,675	2023
Hurting And Hungry Charity	CA	\$179,662	Secretary Ex Dir	\$30,646	\$28,353	2022
Gulf Coast Community Ministries Inc	MS	\$229,480	Executive Director	\$27,978	\$32,070	2023
Provisions Food Pantry And Thrift Store	NH	\$229,954	Executive Director End 10/2024	\$17,798	\$16,429	2024
Dress For Success Louisville Inc	KY	\$177,065	Executive Director	\$65,000	\$69,812	2024
Empty Bowls Monongalia	WV	\$174,948	Executive Dir.	\$5,695	\$6,005	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 69 organizations. Compensation range \$6,005–\$109,136; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$203,584); for reference, expenses \$228,538 and assets \$67,644.

ROLE MATCH	Bobby Rankin, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers 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	65 th
Total compensation (D + F), as reported (no adjustments)	62 nd
Reportable pay only (column D), adjusted	65 th
All sources (D + E + F), adjusted	61 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 (Bobby Rankin) 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 69 similarly situated organizations (Same NTEE sector (P60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,390 is reasonable (approximately the 65th 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.