

Roadster Legacy

Executive Director / CEO

EIN 815182131

AZ · NTEE X11

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Shelley Planck, Executive Director / CEO** (\$4,735) against **every comparable organization** that fit the selection criteria — **35** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

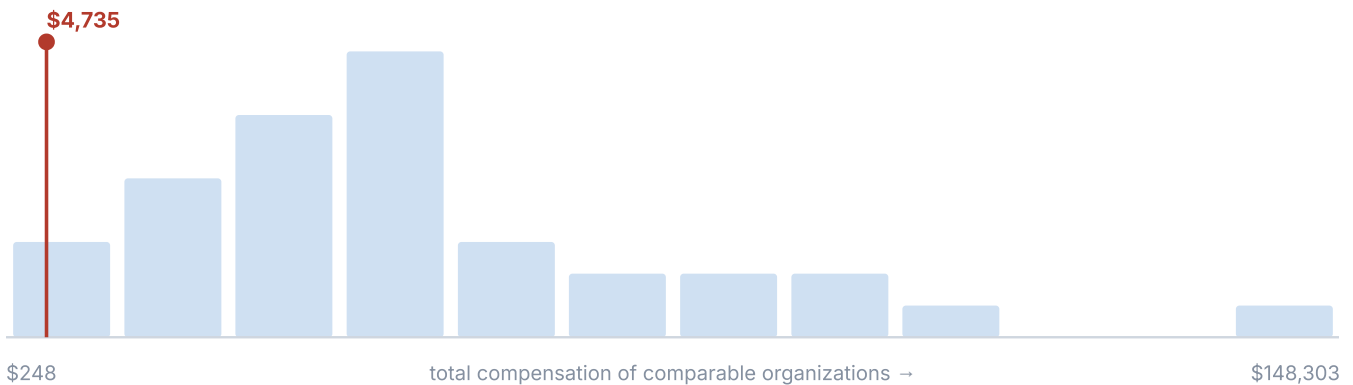
Benchmarked executive: Shelley Planck — reported title “DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (X11).
BUDGET	Total revenue between \$179,514 and \$401,898 — 0.67x to 1.50x the subject's \$267,932 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (X11), nationwide + budget 0.67–1.5x revenue.

35 organizations qualified on sector, size, and geography → **35** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,576	\$26,371	\$38,189	\$56,187	\$83,781	\$4,735
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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 AZ 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
Society Of St Vincent De Paul	LA	\$272,356	President & Ceo	\$18,559	\$20,640	2024
Thrive International Missions	CA	\$262,893	President	\$118,901	\$103,695	2024
Chapel Haven Endowment Inc	CT	\$262,002	President	\$262	\$248	2024
Central Jersey Institute Of Islamic Sciences Inc	NJ	\$275,662	President	\$41,660	\$37,567	2024
Matthew 620 Foundation	CO	\$281,289	Treasurer	\$27,230	\$26,371	2024
Joseph Pedott Perpetual Endowment Trust	CA	\$282,930	Assistant Treasurer (From	\$50,736	\$44,247	2024
Hardcore Evangelistic Ministries Inc	TX	\$284,493	President	\$32,433	\$32,767	2024
Mother Of Mercy House Inc	PA	\$298,274	Executive Dir & Board Member	\$37,417	\$37,686	2024
Emmaus Center Inc	NY	\$234,723	Former Executive Director	\$162,500	\$148,303	2024
Milandila Community Missions Inc	PA	\$232,604	Director	\$73,810	\$76,535	2023
Ashland Theological Seminary Founda	OH	\$303,277	Exec. Dir	\$49,846	\$51,946	2025
Presbyterian Church Camp And Conference Association	NC	\$228,342	Executive Director	\$69,103	\$74,243	2023
Sacred Heart Support Corporation	CA	\$308,215	President	\$6,013	\$5,399	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Irving And Varda Rabin Foundation	CA	\$223,546	Assistant Treasurer (From 12/06/23)	\$50,736	\$44,247	2024
El Refugio Ministry Inc	GA	\$314,037	Executive Director	\$64,210	\$65,206	2024
First Response Ministry Inc	TX	\$220,694	Executive Director	\$43,946	\$45,709	2023
The Dream Center Of Columbus Inc	MS	\$322,488	Executive Di	\$27,850	\$32,252	2023
Velvet Ashes Incorporated	PA	\$210,704	Executive Director	\$55,327	\$55,724	2024
Dental Community Fellowship	SC	\$209,226	Vice Preside	\$20,000	\$20,529	2025
Mission First Alliance	TN	\$208,566	Executive Di	\$82,268	\$87,337	2024
Highpoint Community Ministries	TX	\$327,344	Preschool Director	\$56,074	\$56,650	2024
Scph Legacy Corporation	OH	\$207,055	President	\$36,750	\$39,312	2024
Liberti Network Of Churches	PA	\$330,951	President	\$30,844	\$31,983	2023
Union Foundation	OH	\$203,499	Board Member	\$8,075	\$8,638	2024
Opoerwatch Inc	NY	\$198,953	Executive Directorboard Memb	\$42,000	\$39,463	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ cost of living and 2023 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 AZ 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 **35** organizations. Compensation range \$248–\$148,303; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$267,932); for reference, expenses \$313,660 and assets \$4,042,923.
ROLE MATCH	Shelley Planck, reported title " <i>DIRECTOR</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	12 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	43 rd

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 (Shelley Planck) 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 35 similarly situated organizations (Same NTEE sector (X11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,735 is reasonable (approximately the 3rd 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.