

Rebuilding Together Of South Al

Executive Director / CEO

EIN 920460816

AL · NTEE L25

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Trista Stout - Walker, Executive Director / CEO** (\$65,441) against **every comparable organization** that fit the selection criteria — **23** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Trista Stout - Walker — 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 (L25).

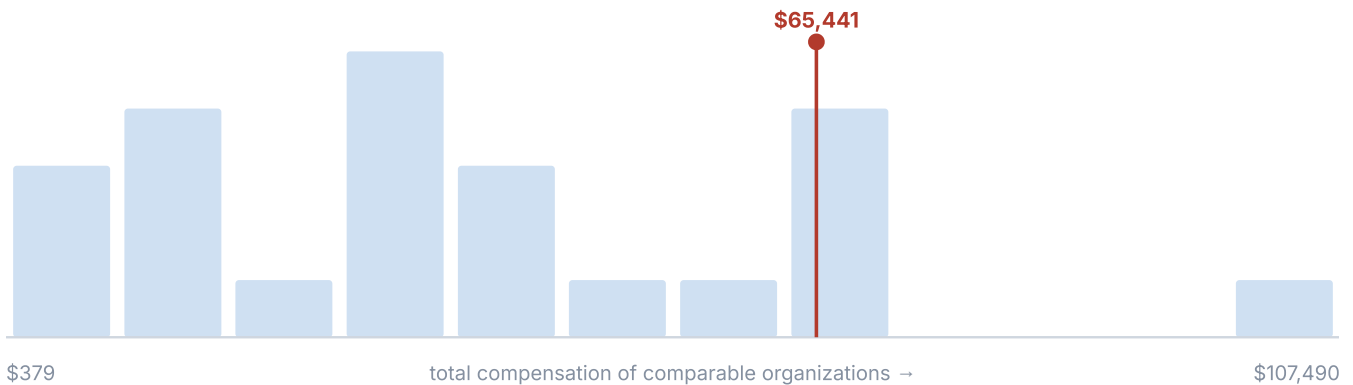
BUDGET Total revenue between \$153,360 and \$343,345 — 0.67x to 1.50x the subject's \$228,897 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (L25), nationwide + budget 0.67–1.5x revenue.

23 organizations qualified on sector, size, and geography

→ **23** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,500	\$16,525	\$30,774	\$54,990	\$66,077	\$65,441
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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 AL 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
Grand Forks Community Land Trust	ND	\$227,864	Executive Director	\$103,090	\$107,490	2024
Jacobs Ladder Community Development Corporation	TN	\$226,011	Exec Director/ceo	\$27,621	\$27,586	2024
Christmas In Action	TX	\$233,619	Executive Director	\$25,000	\$23,760	2024
Andover Community Trust	MA	\$238,748	Executive Dir.	\$50,972	\$43,520	2024
Rebuilding Together Muscatine County Inc	IA	\$218,296	Executive Director	\$14,500	\$14,696	2025
Otr Adopt Inc	OH	\$244,767	Executive Director/president	\$42,000	\$43,515	2023
Crotched Mountain Of New York I East	NH	\$249,035	President & Ceo	\$32,010	\$28,083	2024
Framingham Housing Development	MA	\$255,305	Eecutive Director	\$33,846	\$28,898	2024
Mental Health Care Affordable	FL	\$255,330	Ceo	\$38,786	\$35,642	2023
West Oak Lane Community Development Corp	PA	\$257,628	Director	\$53,737	\$52,420	2023
Jeremiah Development Nfp	IL	\$198,403	Outreach Specialist	\$12,939	\$12,086	2024
Friends Development Corporation	MA	\$194,971	Clerk	\$21,036	\$17,961	2024
Rivertree Apartments Inc	OR	\$190,198	Executive Di	\$34,877	\$30,774	2024
Asi Helena Inc	MN	\$184,029	President/tr	\$65,715	\$63,518	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Outreach For Addiction Ministry Inc	KY	\$274,351	Vice President Director	\$5,000	\$5,104	2024
Grace House Of Baton Rouge Inc	LA	\$278,630	Executive Director	\$65,000	\$70,013	2023
The Mountain Moving Ministry	MO	\$279,591	President	\$1,100	\$1,107	2024
Lower North Philadelphia Community Development Corporation	PA	\$172,010	Administrative Assistant	\$400	\$379	2024
Turn Back The Block Inc	GA	\$298,531	Executive Director	\$60,250	\$57,559	2024
Town Clock Community Development	NJ	\$309,594	Executive Director	\$76,000	\$66,376	2023
Appalachian Opportunity Fund	TN	\$321,792	Executive Di	\$63,100	\$64,881	2023
197-201 Roebling Street Hdrc	NY	\$333,739	Executive Director	\$17,573	\$15,088	2024
Sowing Seeds Of Hope Inc	AL	\$340,734	Executive Director	\$42,000	\$43,111	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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	23 organizations. Compensation range \$379–\$107,490; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$228,897); for reference, expenses \$207,631 and assets \$72,278.
ROLE MATCH	Trista Stout - Walker, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	87 th
Total compensation (D + F), as reported (no adjustments)	87 th
Reportable pay only (column D), adjusted	87 th
All sources (D + E + F), adjusted	57 th

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 (Trista Stout - Walker) 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 23 similarly situated organizations (Same NTEE sector (L25), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,441 is reasonable (approximately the 87th 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.