

Rolf And Alice Klep Educational And

Executive Director / CEO

EIN 930796366

OR · NTEE A55I

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Bruce Jones, Executive Director / CEO** (\$8,156) against **every comparable organization** that fit the selection criteria — **524** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **19th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Bruce Jones — reported title “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 (A55I).

BUDGET Total revenue between \$66,923 and \$149,829 — 0.67x to 1.50x the subject's \$99,886 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (A), nationwide + budget 0.67–1.5x revenue.

524 organizations qualified on sector, size, and geography → **524** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,079	\$12,047	\$26,059	\$46,765	\$69,020	\$8,156
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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 OR 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
Mechanicsburg Museum Association	PA	\$99,879	Treasurer	\$5,200	\$5,584	2024
The Cappies Inc	VA	\$99,934	Technology Officer/cfo	\$20,000	\$21,409	2023
Noise Salon Inc	MA	\$100,002	Executive Director/ Treasurer	\$15,914	\$15,854	2023
Ensemble For The Romantic Century	NY	\$99,658	President	\$12,000	\$12,021	2023
Signal And Cyber Museum Society	GA	\$99,556	Executive Director	\$10,000	\$10,827	2024
Exchange Arts	PA	\$99,483	Executive Director	\$51,674	\$57,129	2023
Cornerstone Community Radio Inc	FL	\$99,320	President	\$56,220	\$56,872	2024
The Japanese Asociation Of Greater	MA	\$101,073	Secretary	\$41,000	\$39,674	2024
Textile Society Of America Inc	MD	\$101,200	Director At Large Communications	\$4,043	\$4,190	2023
Discipleship Tape Ministries Inc	TX	\$98,388	President	\$26,250	\$28,275	2024
Person County Museum Of History Inc	NC	\$98,322	Executive Director	\$39,000	\$43,393	2024
Bsd Publishers Society Inc	NY	\$98,276	Director, Ceo	\$18,000	\$18,033	2023
Wei-hwa Chinese School	VA	\$98,248	Principal	\$2,376	\$2,543	2023
Team Sunshine Performance Corp	PA	\$101,673	Co-artistic	\$28,280	\$30,368	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Huda Community Center	CA	\$101,790	Executive Dir	\$38,400	\$36,760	2023
Lewis & Clark National Park Association	OR	\$101,962	Executive Director	\$56,787	\$56,787	2024
Brenham Maifest Association	TX	\$97,786	Director- Marketing	\$3,000	\$3,231	2024
Chamber Orchestra Of Southern	MD	\$97,759	Music Direct	\$18,220	\$17,869	2025
Bayfield Heritage Association Inc	WI	\$102,049	Exec Directo	\$6,067	\$7,024	2023
The Dial Magazine Inc	NY	\$102,115	Secretary	\$35,000	\$34,057	2024
Goldfield Superstition Historical Society Inc	AZ	\$102,180	Clerk	\$29,200	\$30,240	2024
Timeless Gifts	IL	\$102,314	Executive Director	\$55,200	\$58,437	2024
Historic St Mary's Mission Inc	MT	\$97,317	Executive Director	\$24,249	\$28,147	2024
Southern Hills Arts Council	OH	\$97,274	Director Of Operations	\$15,000	\$17,613	2023
Pembina County Historical Society	ND	\$97,239	Museum Curator	\$11,036	\$13,041	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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 **524** organizations. Compensation range \$1–\$480,015; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$99,886); for reference, expenses \$120,669 and assets \$2,075,388.
ROLE MATCH	Bruce Jones, reported title " <i>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	38 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	13 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	19 th
Total compensation (D + F), as reported (no adjustments)	20 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	96 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 (Bruce Jones) 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 524 similarly situated organizations (Same NTEE major group (A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$8,156 is reasonable (approximately the 19th 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.