

Penuel Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Larry Booth Jr, Executive Director / CEO** (\$65,160) against **every comparable organization** that fit the selection criteria — **87** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

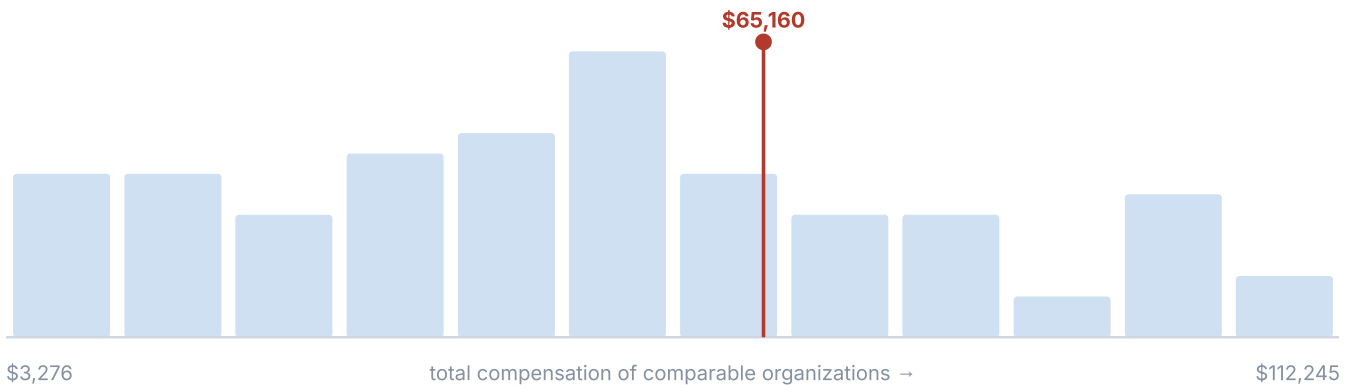
Benchmarked executive: Larry Booth Jr — reported title “Officer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N20Z).
BUDGET	Total revenue between \$331,049 and \$741,156 — 0.67x to 1.50x the subject's \$494,104 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N20), nationwide + budget 0.67–1.5x revenue.

87 organizations qualified on sector, size, and geography → **87** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$14,883	\$31,475	\$52,447	\$71,008	\$95,735	\$65,160
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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 MO 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
Spencer County Visitors Bureau Inc	IN	\$498,779	Executive Director	\$64,408	\$66,022	2023
Bournelyf Special Camp	PA	\$502,588	Executive Director	\$37,083	\$34,915	2024
2xsalt Inc	NC	\$483,857	President	\$72,000	\$70,240	2024
Virginia Brown Community Orthodontic	MO	\$483,130	Vice President	\$54,737	\$56,354	2023
Camp Rise Above Inc	SC	\$482,120	Executive Director	\$81,354	\$80,132	2024
Pickleball Cares Inc	CA	\$479,180	President	\$44,833	\$37,631	2023
Child And Family Institute Of Fairfield	CT	\$478,030	Executive Director	\$51,923	\$47,323	2023
Camp Rainbow Foundation	MO	\$514,755	Executive Director	\$96,666	\$96,666	2024
Nature Camp Inc	VA	\$473,161	Executive Director (Ex Off	\$59,589	\$54,322	2024
Abundant Life Ranch Inc	CA	\$472,929	President	\$68,312	\$55,693	2024
High Country Adaptive Sports	AZ	\$516,818	Executive Di	\$75,000	\$66,346	2025
Eastview Hockey Association	MN	\$517,281	Gambling Manager	\$103,078	\$96,164	2024
National Off-highway Vehicle	MT	\$521,752	Former Exec Director	\$100,385	\$102,166	2024
Monroe Camp And Retreat Center Inc	NC	\$523,035	Executive Director	\$34,236	\$34,385	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Camping Foundation Inc	IN	\$528,751	Interim Chief Executive Officer (Partial Year)	\$55,208	\$53,552	2025
Great Oaks Camping Association	IL	\$454,555	Executive Director	\$64,994	\$60,328	2024
White Pine Wilderness Academy Inc	IN	\$454,361	President & Executive Dire	\$59,650	\$59,391	2024
Women's World On Wheels	CO	\$451,159	Executive Di	\$20,800	\$18,831	2024
Camp Thorpe Inc	VT	\$538,115	Executive Di	\$68,500	\$65,096	2024
Steamboat Springs Youth Hockey Assoc	CO	\$541,770	Executive Director	\$94,094	\$85,186	2024
Cowboys Rest Christian Camp And	NV	\$446,096	President	\$31,708	\$30,008	2024
Wisdom Hunters Resources Inc	GA	\$545,239	President	\$110,000	\$107,510	2023
Village Harmony	VT	\$440,638	Ceo Director Non-voting Member	\$39,200	\$37,252	2024
Camp Tuku	AZ	\$437,227	Operations Director	\$52,325	\$47,512	2024
Camp Daniel Inc	WI	\$552,681	President	\$20,100	\$19,819	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MO 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 MO 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 87 organizations. Compensation range \$3,276–\$112,245; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$494,104); for reference, expenses \$556,624 and assets \$1,634,879.

ROLE MATCH Larry Booth Jr, reported title "Officer", 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 5 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	69 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	63 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 (Larry Booth Jr) 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 10, 2026, comparing compensation against 87 similarly situated organizations (Same NTEE sector (N20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,160 is reasonable (approximately the 69th 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 10, 2026.