

Michigan Turfgrass Foundation

Executive Director / CEO

EIN 237448202

MI · NTEE C053

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Carey Mitchelson, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **772** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

Benchmarked executive: Carey Mitchelson — 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 (C053).
BUDGET	Total revenue between \$270,420 and \$605,418 — 0.67x to 1.50x the subject's \$403,612 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (C), nationwide + budget 0.67–1.5x revenue.

772 organizations qualified on sector, size, and geography → **772** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$21,904	\$45,275	\$68,891	\$89,582	\$110,477	\$45,000
----------	----------	----------	----------	-----------	----------



● 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 MI 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
Get Inspired	CA	\$403,267	President	\$110,000	\$92,025	2024
Archangel Ancient Tree Archive	MI	\$403,111	Executive Di	\$85,000	\$85,000	2024
Climate Access Fund Corporation	MD	\$404,259	Ceo	\$156,583	\$141,828	2024
The Outdoor Circle	HI	\$402,928	Executive Director	\$122,049	\$105,866	2024
Arkansas Environmental Federation Inc	AR	\$402,813	Executive Director	\$97,554	\$109,375	2023
Sustainable Learning Inc	NY	\$404,621	Executive Director	\$44,100	\$38,608	2024
Hudsonia Limited	NY	\$402,308	Executive Di	\$43,000	\$37,645	2024
Friends Of Illinois Nature Preserves	IL	\$405,851	Executive Director	\$70,000	\$66,673	2024
Torrey House Press	UT	\$405,952	Executive Director	\$69,650	\$71,103	2023
Friends Of The Mad River	VT	\$406,162	Executive Director	\$68,571	\$66,867	2024
Leila Arboretum Society	MI	\$401,038	Executive Di	\$67,246	\$67,246	2024
Mills River Partnership Inc	NC	\$406,242	Executive Di	\$84,253	\$82,168	2025
Plant A Million Corals Foundation Inc	FL	\$406,319	President & Ceo	\$82,214	\$74,827	2024
Us Research Impact Alliance Corp	WV	\$406,795	Executive Director	\$173,262	\$187,120	2023
Natural Restorations	AZ	\$400,227	Executive Director	\$98,807	\$92,063	2024
Grace Hudowalski Charitable Trust	ME	\$407,041	Trustee	\$54,000	\$53,935	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Smart Buildings Center Education Program	WA	\$400,015	Executive Director	\$26,536	\$23,017	2024
Change Is Simple Inc	MA	\$399,789	Executive Director	\$75,368	\$67,554	2023
Kansas Wildscape Foundation	KS	\$407,611	Executive Di	\$82,271	\$88,654	2023
Clean Fairfax Council	VA	\$399,566	Executive Director	\$104,213	\$94,974	2025
Fungi Foundation Inc	NY	\$407,817	Chief Executive Director	\$58,336	\$51,071	2024
Alliance For Pulp And Paper Technology	DC	\$399,350	Executive Director	\$194,878	\$165,681	2024
Three Rivers Solid Waste Technology	SC	\$398,817	Chair	\$300	\$295	2025
30 Mile River Watershed Association	ME	\$408,868	Executive Director	\$100,722	\$97,714	2024
Bay Area Clean Air Foundation	CA	\$408,967	President	\$69,702	\$58,312	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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 772 organizations. Compensation range \$295–\$839,620; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$403,612); for reference, expenses \$331,934 and assets \$1,642,925.

ROLE MATCH Carey Mitchelson, reported title "*EXECUTIVE DIRECTOR*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	20 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	25 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	22 nd

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 (Carey Mitchelson) 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 772 similarly situated organizations (Same NTEE major group (C), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 25th 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.