

Agc Charities Inc

Executive Director / CEO

EIN 264186229

VA · NTEE P60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Turmail, Executive Director / CEO** (\$62,812) against **every comparable organization** that fit the selection criteria — **90** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Brian Turmail — 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 (P60).

BUDGET Total revenue between \$20,912 and \$46,819 — 0.67x to 1.50x the subject's \$31,213 (the band tightens as size grows).

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

90 organizations qualified on sector, size, and geography → **90** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,731	\$11,043	\$21,233	\$44,692	\$73,480	\$62,812
---------	----------	----------	----------	----------	----------

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 83RD
------	------	--------	------	------	-----------------



■ 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 VA 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
Adoption Hope Foundation Inc	CT	\$31,298	President	\$12,570	\$12,206	2024
Mckenzie Community Develoment Corporation	OR	\$31,093	Executive Director	\$40,000	\$39,608	2023
Lutheran Mission Society San Diego	CA	\$30,915	Missionary Director	\$135,418	\$124,684	2023
Sole Effects	CA	\$31,560	Ceo	\$77,000	\$68,862	2024
House Of Grace	AZ	\$31,675	Treasurer	\$931	\$927	2024
The Bergen-passaic Arc Foundation Inc	NJ	\$31,681	Secretary/president/ceo	\$21,145	\$20,131	2023
Lutheran Social Services Foundation Of	CA	\$30,451	President & Ceo	\$12,340	\$11,361	2023
Arabella Wellness Center Inc	TX	\$32,145	Ceo	\$11,653	\$12,073	2024
Connected Foundation	VA	\$32,200	Executive Director	\$88,800	\$91,423	2023
Nassau Community Mental Retardation Services Company Inc	NY	\$32,246	Chief Executive Officer	\$214,386	\$200,638	2024
New England Musicians Resource Fund Inc	MA	\$32,256	Vice President	\$2,100	\$2,012	2023
The Cutty Legacy Foundation	AZ	\$30,133	President/ceo	\$28,500	\$28,387	2024
Mountaineer Life Lines Inc	WV	\$29,893	President	\$38,926	\$44,940	2023
Eras Home li	CA	\$29,742	President/ceo	\$4,050	\$3,729	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mobc-boscobel Inc	TN	\$29,154	Secretary	\$16,502	\$18,495	2023
All-in Charitable Events And Services I	GA	\$33,290	President	\$86,688	\$90,274	2024
Sheboygan County Ymca Endowment Trust	WI	\$29,080	Finance Director	\$5,474	\$6,096	2023
All Housing Inc	CA	\$28,557	Ceo	\$47,732	\$43,948	2023
Walk & Talk Inc	AZ	\$28,332	President	\$8,709	\$8,931	2023
Nature Ninos	NM	\$28,011	President	\$10,600	\$11,808	2024
Project Ohr - Office For Homecare	NY	\$34,904	Chief Executive Officer	\$55,479	\$53,455	2023
Raphaels Refuge Inc	TX	\$27,023	Director	\$12,660	\$13,503	2023
Straight From The Streets	NV	\$35,465	Executive Director	\$3,600	\$3,847	2023
Pinecrest Voluntary Home For The	NY	\$35,652	President	\$1,215	\$1,137	2024
Bridges Pointe Inc	NC	\$26,729	Executive Director	\$10,256	\$10,975	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 90 organizations. Compensation range \$927–\$282,351; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$31,213); for reference, expenses \$10,297 and assets \$224,025. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Brian Turmail, 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	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	83 rd
Total compensation (D + F), as reported (no adjustments)	83 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	92 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 (Brian Turmail) 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 90 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$62,812 is reasonable (approximately the 83rd 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.