

# Peterson Outdoors Ministries

Executive Director / CEO

EIN 271922154

MO · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tron Peterson, Executive Director / CEO** (\$64,168) 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 **39<sup>th</sup>** percentile of comparable organizations within the typical range

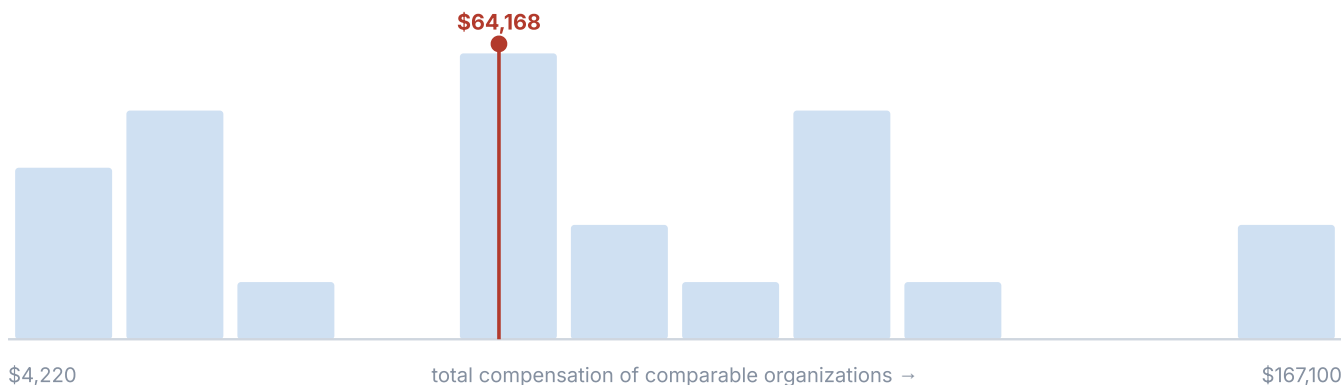
**Benchmarked executive:** Tron Peterson — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

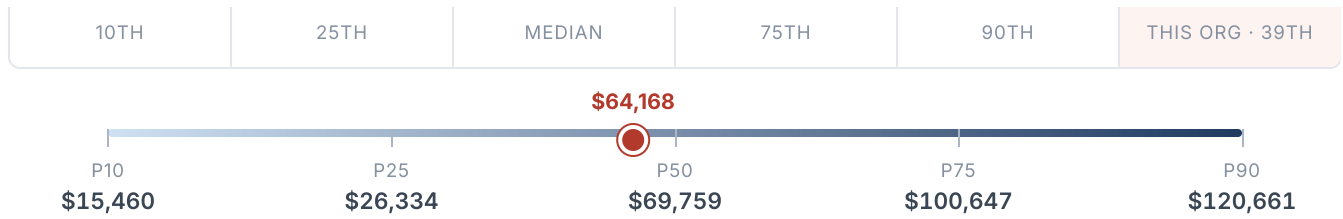
SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$310,037 and \$694,114 — 0.67x to 1.50x the subject's \$462,743 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + MO + budget 0.67–1.5x revenue.

**23** organizations qualified on sector, size, and geography → **23** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,460	\$26,334	\$69,759	\$100,647	\$120,661	\$64,168
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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
<a href="#">Humanitri</a>	MO	\$475,843	Executive Director	\$99,234	<b>\$99,234</b>	2024
<a href="#">Safety Council Of Greater St Louis</a>	MO	\$439,145	Executive Director	\$69,164	<b>\$71,207</b>	2023
<a href="#">Budget And Financial Management Assistance</a>	MO	\$489,388	Executive Director	\$76,544	<b>\$78,805</b>	2023
<a href="#">People Of All Colors Succeed Organization</a>	MO	\$499,014	Executive Director - Founder	\$162,306	<b>\$167,100</b>	2023
<a href="#">Pieces Peaces</a>	MO	\$423,591	Director	\$30,300	<b>\$30,300</b>	2024
<a href="#">Michael Od Brown We Love Our Sons And</a>	MO	\$504,033	President	\$120,000	<b>\$123,544</b>	2023
<a href="#">Community Of Hope</a>	MO	\$411,572	Executive Director	\$149,998	<b>\$154,429</b>	2023
<a href="#">Bree's Gift Inc</a>	MO	\$396,087	Administrative/development	\$4,220	<b>\$4,220</b>	2024
<a href="#">In His Name Ministries</a>	MO	\$544,428	President	\$14,400	<b>\$14,400</b>	2024
<a href="#">Rs Foundation</a>	MO	\$552,695	President	\$22,368	<b>\$22,368</b>	2024
<a href="#">Parent Power Lab Inc</a>	MO	\$369,290	Chair	\$85,000	<b>\$85,000</b>	2024
<a href="#">Camp Encourage</a>	MO	\$561,012	Executive Director	\$66,361	<b>\$66,361</b>	2024
<a href="#">Merrystarkey Bridge Inc</a>	MO	\$359,507	Executive Director	\$100,000	<b>\$102,954</b>	2023
<a href="#">Jacob's Ladder Care Services Inc</a>	MO	\$336,934	Treasurer	\$19,698	<b>\$19,698</b>	2024
<a href="#">Metropolitan St Louis Equal Housing &amp; Opportunity</a>	MO	\$597,862	Executive Director Prior	\$67,758	<b>\$69,759</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Children's Hope International</a>	MO	\$610,872	Executive Di	\$102,060	<b>\$102,060</b>	2024
<a href="#">College Hill Foundation</a>	MO	\$312,004	Executive Director	\$43,342	<b>\$43,342</b>	2024
<a href="#">Whosoever Mv Inc</a>	MO	\$310,329	Men's Director	\$21,700	<b>\$22,341</b>	2023
<a href="#">Communities First</a>	MO	\$616,200	Executive Director	\$106,000	<b>\$109,131</b>	2023
<a href="#">South Side Farms</a>	MO	\$623,646	Operations Dir	\$65,000	<b>\$65,000</b>	2024
<a href="#">Start At Zero Inc</a>	MO	\$625,126	Executive Director	\$84,121	<b>\$86,606</b>	2023
<a href="#">The Kaufman Fund</a>	MO	\$631,484	Executive Director	\$61,154	<b>\$61,154</b>	2024
<a href="#">Bike Share Kc</a>	MO	\$671,133	Executive Di	\$7,842	<b>\$7,842</b>	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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	23 organizations. Compensation range \$4,220–\$167,100; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$462,743); for reference, expenses \$300,258 and assets \$1,688,186.
ROLE MATCH	Tron Peterson, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	39 <sup>th</sup>
Reportable pay only (column D), adjusted	39 <sup>th</sup>
All sources (D + E + F), adjusted	30 <sup>th</sup>

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 (Tron Peterson) 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 (P20) + MO + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,168 is reasonable (approximately the 39<sup>th</sup> 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.