

# Testicular Cancer Society

Executive Director / CEO

EIN 273695606

OH · NTEE G19

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Michael Craycraft, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **190** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

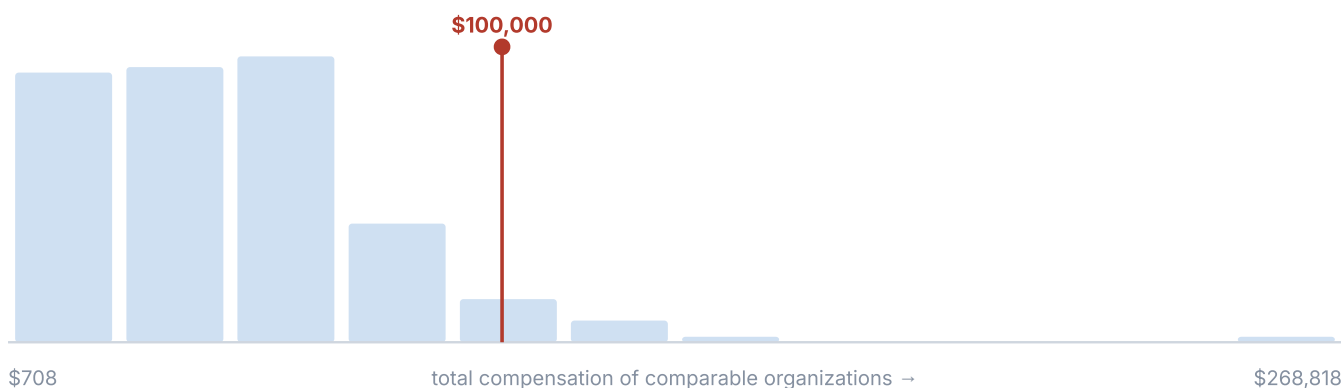
**Benchmarked executive:** Michael Craycraft — reported title “PRESIDENT/DIRECTOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G19).
BUDGET	Total revenue between \$112,586 and \$252,060 — 0.67x to 1.50x the subject's \$168,040 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**190** organizations qualified on sector, size, and geography → **190** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,312	\$21,824	\$43,463	\$62,689	\$80,588	<b>\$100,000</b>
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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 OH 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="#">Smith-kingsmore Syndrome Foundation</a>	OH	\$168,029	Executive Director	\$22,500	<b>\$21,920</b>	2025
<a href="#">Epilepsy Foundation Of Southeast Tenness</a>	TN	\$167,806	Executive Director	\$63,373	<b>\$61,272</b>	2025
<a href="#">Carson's Crusaders Foundation</a>	TX	\$167,437	Executive Di	\$60,600	<b>\$57,233</b>	2024
<a href="#">Obion County Cancer Agency</a>	TN	\$166,934	Director	\$17,671	<b>\$17,537</b>	2024
<a href="#">Hss Screening And Early Detection Inc</a>	NY	\$165,500	President	\$36,000	<b>\$31,621</b>	2023
<a href="#">Maine Society Of Eye</a>	ME	\$171,786	Mseps Exec.	\$2,500	<b>\$2,364</b>	2024
<a href="#">Wetherald Behavioral Academy Inc</a>	GA	\$172,453	Board Member	\$26,372	<b>\$25,036</b>	2024
<a href="#">Hearts Everywhere Reaching Out For</a>	GA	\$172,552	Secretary & Executive Dire	\$70,000	<b>\$66,453</b>	2024
<a href="#">Austin Black Physicians</a>	TX	\$172,557	Executive Director	\$27,500	<b>\$25,972</b>	2024
<a href="#">Sickle Cell Foundation Of Palm Beach County Inc</a>	FL	\$163,226	Ceo	\$110,479	<b>\$97,990</b>	2024
<a href="#">Logan County Cancer Society Inc</a>	OH	\$172,885	President	\$111,927	<b>\$115,233</b>	2023
<a href="#">Fibrofighters Foundation Inc</a>	CA	\$173,219	Medical Director	\$146,900	<b>\$119,764</b>	2024
<a href="#">Move For Jenn Foundation</a>	NC	\$173,487	Executive Di	\$59,422	<b>\$57,970</b>	2024
<a href="#">Camer Rand Fund Inc</a>	MA	\$162,490	Treasurer	\$8,400	<b>\$7,127</b>	2024
<a href="#">Marthas Ranch Foundation</a>	TX	\$174,460	Executive Dir.	\$25,038	<b>\$24,346</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">East Tennessee Kidney Foundation Inc</a>	TN	\$174,597	Executive Director	\$73,181	<b>\$70,755</b>	2025
<a href="#">One Step Closer Therapeutic</a>	CA	\$174,828	Vp/secretary	\$53,000	<b>\$43,210</b>	2024
<a href="#">Nicu Parent Network Inc</a>	IN	\$161,019	Executive Di	\$35,000	<b>\$35,878</b>	2023
<a href="#">412 Thrive</a>	PA	\$175,282	Executive Dir.	\$14,000	<b>\$13,571</b>	2023
<a href="#">Hope In Pain Inc</a>	CA	\$175,432	President	\$12,025	<b>\$10,093</b>	2023
<a href="#">The Connecticut Orthopaedic Society</a>	CT	\$175,799	Executive Di	\$65,654	<b>\$59,836</b>	2023
<a href="#">Fighting To Win Inc</a>	SC	\$160,178	President	\$23,587	<b>\$23,919</b>	2023
<a href="#">Friendship Circle Of Va</a>	VA	\$176,021	Executive Dir.	\$30,600	<b>\$28,720</b>	2023
<a href="#">Turner Syndrome Foundation Inc</a>	NJ	\$159,399	President	\$48,833	<b>\$41,165</b>	2024
<a href="#">Manes &amp; Miracles At Chaffee Crossing</a>	AR	\$178,339	Executive Director	\$17,000	<b>\$18,042</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH 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 OH 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** 190 organizations. Compensation range \$708–\$268,818; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$168,040); for reference, expenses \$157,969 and assets \$376,549.

**ROLE MATCH** Michael Craycraft, reported title "*PRESIDENT/DIRECTOR*", 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	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	95 <sup>th</sup>
Reportable pay only (column D), adjusted	97 <sup>th</sup>
All sources (D + E + F), adjusted	93 <sup>rd</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 (Michael Craycraft) 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 190 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 97<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.