

# Carries Touch Inc

Executive Director / CEO

June 13, 2026

This analysis benchmarks the total compensation of **Tammie Denyse, Executive Director / CEO** (\$114,500) against **every comparable organization** that fit the selection criteria — **376** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Tammie Denyse — 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 (G32).
BUDGET	Total revenue between \$324,774 and \$727,107 — 0.67x to 1.50x the subject's \$484,738 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**376** organizations qualified on sector, size, and geography → **376** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,029	\$56,351	\$87,625	\$118,487	\$149,004	\$114,500
----------	----------	----------	-----------	-----------	-----------



## ■ 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 CA 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="#">Hcf Supporting Organization</a>	TX	\$485,155	Executive Di	\$24,719	<b>\$29,481</b>	2023
<a href="#">Gastric Cancer Foundation</a>	CA	\$484,124	Executive Director	\$136,294	<b>\$140,320</b>	2023
<a href="#">Cancer Schmancer Foundation</a>	CA	\$482,878	Executive Dir.	\$117,721	<b>\$121,198</b>	2023
<a href="#">Psoriasis &amp; Psoriatic Arthritis Clinics Multicente</a>	CA	\$487,075	President	\$12,000	<b>\$12,000</b>	2024
<a href="#">Enigma Asd Services</a>	WA	\$482,395	Acting Secretary	\$52,668	<b>\$54,608</b>	2024
<a href="#">The Maryland Sickle Cell Disease Ssociation Incorporated</a>	MD	\$481,769	Executive Director	\$18,370	<b>\$19,889</b>	2024
<a href="#">World Services For The Blind</a>	AR	\$488,050	Ceo	\$8,304	<b>\$10,810</b>	2024
<a href="#">Red River Valley Down Syndrome Society</a>	TX	\$481,332	Executive Dir.	\$6,923	<b>\$8,020</b>	2024
<a href="#">Greensboro Cerebral Palsy</a>	NC	\$488,555	Executive Director	\$60,550	<b>\$72,454</b>	2024
<a href="#">Tenaciously Teal Incorporated</a>	OK	\$489,325	Executive Director	\$126,327	<b>\$161,092</b>	2024
<a href="#">Connie Dwyer Breast Cancer Foundation</a>	NJ	\$480,065	Executive Director & Secretary	\$60,000	<b>\$62,039</b>	2024
<a href="#">Spierings Cancer Foundation Inc</a>	WI	\$480,050	Executive Director	\$42,858	<b>\$51,835</b>	2024
<a href="#">Gorlin Syndrome Alliance</a>	TX	\$489,524	Executive Director	\$92,129	<b>\$106,726</b>	2024
<a href="#">Recovery On Water Inc</a>	IL	\$489,596	Executive Director	\$87,500	<b>\$99,621</b>	2024
<a href="#">Malignant Hyperthermia Association</a>	NY	\$478,687	Executive Director	\$81,231	<b>\$85,006</b>	2024
<a href="#">Michelles Love</a>	OR	\$491,004	Founder	\$60,200	<b>\$64,742</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Children's Heart Foundation</a>	NV	\$491,469	Executive Di	\$116,178	<b>\$134,862</b>	2024
<a href="#">Breast Cancer Awareness Inc</a>	MD	\$492,944	Executive Director	\$89,644	<b>\$99,924</b>	2023
<a href="#">Montgomery Cancer Wellness Foundation</a>	AL	\$493,396	Executive Director	\$82,116	<b>\$102,736</b>	2024
<a href="#">Cancer Association Of Darke County</a>	OH	\$475,711	Executive Di	\$18,043	<b>\$22,131</b>	2024
<a href="#">Louisiana Lions Eye Foundation</a>	LA	\$494,684	Executive Director	\$93,127	<b>\$118,755</b>	2024
<a href="#">Autism Charlotte</a>	NC	\$495,750	Ceo	\$130,216	<b>\$155,816</b>	2024
<a href="#">Prisms Inc</a>	VA	\$473,555	Executive Director	\$94,038	<b>\$105,151</b>	2024
<a href="#">Telluride Aids Benefit Inc</a>	CO	\$472,865	Executive Director	\$79,050	<b>\$85,518</b>	2025
<a href="#">Parents Defeating Autism Today</a>	TX	\$470,638	Ceo	\$25,748	<b>\$29,827</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	376 organizations. Compensation range \$217–\$859,940; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$484,738); for reference, expenses \$605,457 and assets \$596,926.
ROLE MATCH	Tammie Denyse, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 12 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	73 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	81 <sup>st</sup>
Reportable pay only (column D), adjusted	76 <sup>th</sup>
All sources (D + E + F), adjusted	65 <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 (Tammie Denyse) 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 13, 2026, comparing compensation against 376 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$114,500 is reasonable (approximately the 73<sup>rd</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 13, 2026.