

# Wooster Outdoor Center Inc

Executive Director / CEO

EIN 341944423

OH · NTEE X20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Carole Brunelle, Executive Director / CEO** (\$41,425) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Carole Brunelle — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (X20).

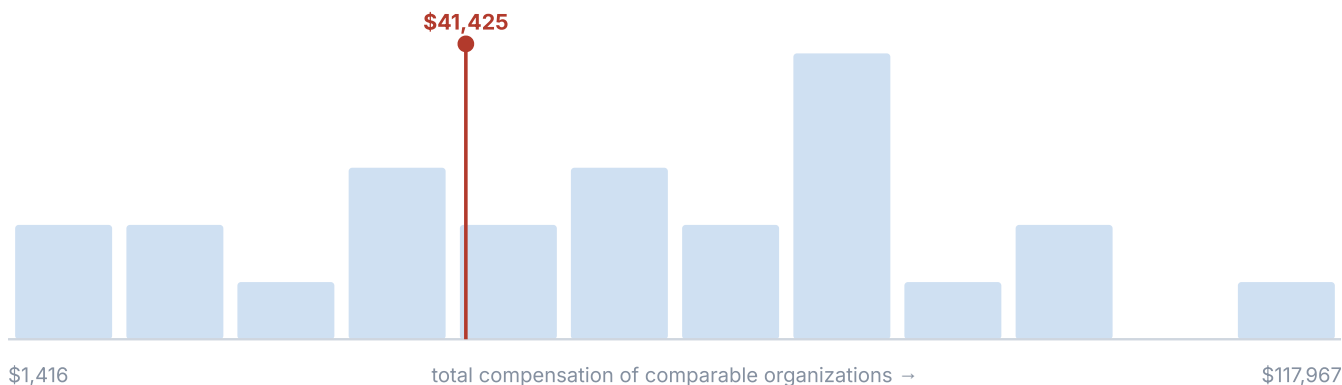
**BUDGET** Total revenue between \$220,821 and \$494,377 — 0.67x to 1.50x the subject's \$329,585 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X20) + OH + budget 0.67–1.5x revenue.

**24** organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$13,558	\$35,342	\$56,636	\$77,496	\$90,200	\$41,425
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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="#">Mb Evidence Ministries Inc</a>	OH	\$332,684	President	\$37,591	<b>\$38,701</b>	2023
<a href="#">The Lore Family Ministries Inc</a>	OH	\$338,092	President	\$65,913	<b>\$67,860</b>	2023
<a href="#">Jeremiah Tree Inc</a>	OH	\$315,907	Executive Director	\$12,183	<b>\$13,057</b>	2022
<a href="#">Vision Ohio</a>	OH	\$308,113	President	\$53,687	<b>\$53,687</b>	2024
<a href="#">Partners India International Inc</a>	OH	\$303,456	President	\$78,000	<b>\$78,000</b>	2024
<a href="#">Welcome Home Global Inc</a>	OH	\$301,350	Executive Director	\$22,500	<b>\$23,165</b>	2023
<a href="#">Order Of The Common Life</a>	OH	\$358,788	Founding Director	\$33,336	<b>\$33,336</b>	2024
<a href="#">Prayer At The Heart Inc</a>	OH	\$278,324	Executive Di	\$114,583	<b>\$117,967</b>	2023
<a href="#">Portraits In Faith Foundation</a>	OH	\$275,193	Asst Treasurer	\$14,304	<b>\$14,727</b>	2023
<a href="#">Arise Kingdom Ministries</a>	OH	\$272,232	Officer	\$44,200	<b>\$44,200</b>	2024
<a href="#">Kingdom Investment International</a>	OH	\$258,950	President/ce	\$45,000	<b>\$46,329</b>	2023
<a href="#">Vision Latin America</a>	OH	\$254,418	Exeuctive Director	\$90,000	<b>\$92,658</b>	2023
<a href="#">Ancient Path Ministries</a>	OH	\$410,815	Coo Managing Director	\$57,875	<b>\$59,584</b>	2023
<a href="#">Equip Ministries International</a>	OH	\$418,880	Exec Director	\$76,070	<b>\$78,317</b>	2023
<a href="#">John Schmid Common Ground</a>	OH	\$238,816	President	\$87,165	<b>\$87,165</b>	2024
<a href="#">Brian Adams Ministries</a>	OH	\$233,478	President	\$51,000	<b>\$51,000</b>	2024
<a href="#">Baptist Bible Hour Inc</a>	OH	\$432,705	Secretarytreasurer	\$3,300	<b>\$3,300</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Spirit And Truth</a>	OH	\$221,152	President	\$91,500	<b>\$91,500</b>	2024
<a href="#">The Nehemiah Foundation Of</a>	OH	\$447,876	Executive Di	\$73,954	<b>\$73,954</b>	2024
<a href="#">Xingu Mission</a>	OH	\$470,248	President	\$58,000	<b>\$59,713</b>	2023
<a href="#">Faith Ranch And Farms Fund</a>	OH	\$470,956	Secretary	\$36,010	<b>\$36,010</b>	2024
<a href="#">Eyes Wide Open International</a>	OH	\$477,962	President	\$1,416	<b>\$1,416</b>	2024
<a href="#">Declare Worship Community</a>	OH	\$481,218	Executive Di	\$73,750	<b>\$73,750</b>	2024
<a href="#">Mission Of Mary Cooperative</a>	OH	\$493,057	Executive Director	\$77,328	<b>\$77,328</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** 24 organizations. Compensation range \$1,416–\$117,967; filing years 2022–2024.

**SIZE BASIS** Matched on total revenue (\$329,585); for reference, expenses \$312,431 and assets \$942,998.

**ROLE MATCH** Carole Brunelle, reported title "*EXECUTIVE DI*", 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	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	33 <sup>rd</sup>
All sources (D + E + F), adjusted	33 <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 (Carole Brunelle) 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 24 similarly situated organizations (Same NTEE sector (X20) + OH + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,425 is reasonable (approximately the 33<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 9, 2026.