

The Carvel Club Inc

Executive Director / CEO

EIN 350845462

IN · NTEE F20Z

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Grant Sellmer, Executive Director / CEO** (\$25,813) against **every comparable organization** that fit the selection criteria — **107** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30th** percentile of comparable organizations within the typical range

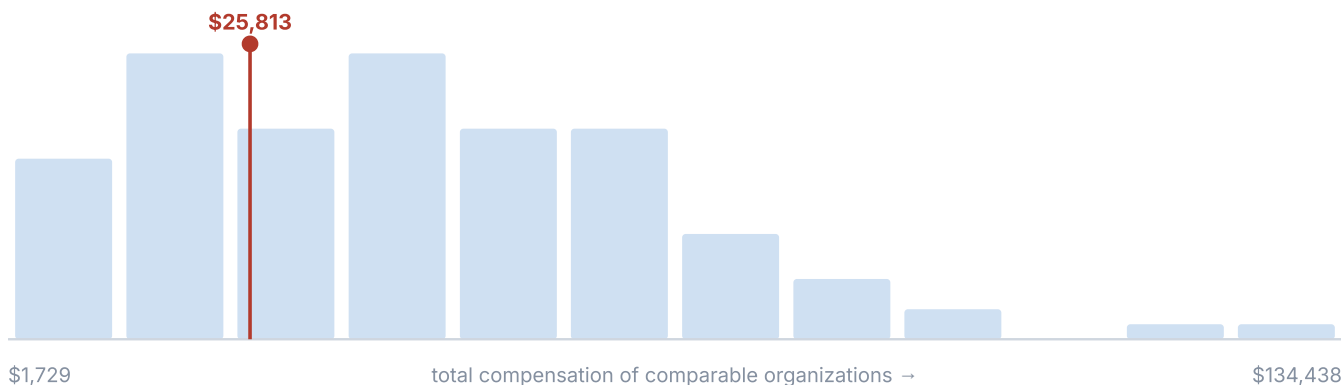
Benchmarked executive: Grant Sellmer — reported title "EXECUTIVE DI", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

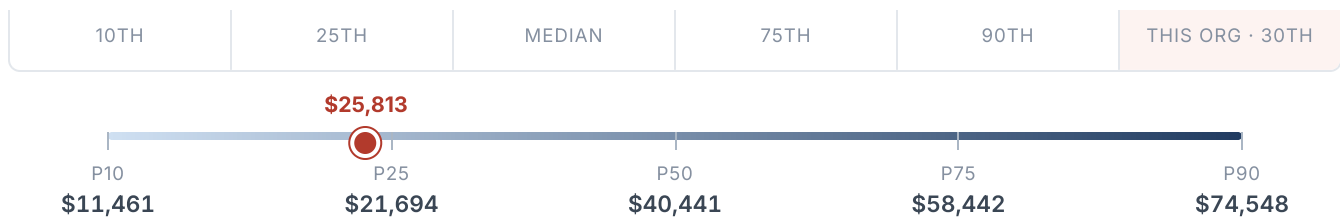
SECTOR	Organizations sharing the subject's NTEE classification (F20Z).
BUDGET	Total revenue between \$159,586 and \$357,283 — 0.67x to 1.50x the subject's \$238,189 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (F20), nationwide + budget 0.67–1.5x revenue.

107 organizations qualified on sector, size, and geography → **107** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,461	\$21,694	\$40,441	\$58,442	\$74,548	\$25,813
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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 IN 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
Cortez Addictions Recovery Services Inc	CO	\$237,614	Executive Dir.	\$3,312	\$2,925	2024
Miriam House	TN	\$239,287	Executive Director	\$8,400	\$8,373	2023
Spiritworks Foundation	VA	\$240,324	Executive Director	\$46,978	\$41,778	2024
House Of New Beginnings Inc	IN	\$240,368	Program Director	\$53,000	\$51,479	2024
Western Wellness Foundation Inc	ND	\$233,635	Executive Director	\$79,095	\$82,309	2023
East Bay Mens Recovery Center	CA	\$233,558	Executive Director	\$63,767	\$50,717	2024
Hawc Foundation	WV	\$244,835	Director	\$2,000	\$1,944	2025
Mothers For Awareness And	CO	\$244,986	Chairman & C	\$35,000	\$30,912	2024
Cullman Re-entry Addiction	AL	\$246,332	Director	\$67,750	\$67,415	2024
Desire 4 Hope Inc	NJ	\$247,014	Executive Director	\$25,818	\$21,859	2023
110 Inc	MA	\$228,430	President	\$65,000	\$53,799	2024
Turning Point Christian Center Inc	CT	\$248,183	President/director	\$65,098	\$56,218	2024
Grace Of God Recovery House Inc	NY	\$248,554	President	\$52,486	\$42,558	2025
Unity Acres Inc	NY	\$227,169	Officer	\$33,945	\$28,252	2024
Perfectly Loved Inc	AR	\$249,589	Executive Di	\$45,066	\$45,455	2025
Favor Grand Strand	SC	\$251,550	Director	\$126,000	\$121,072	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Iowa Board Of Certification	IA	\$223,675	Executive Director	\$80,000	\$80,680	2024
Jackson County Court Service Inc	AL	\$253,351	Exec Director	\$30,462	\$31,207	2023
Aasf Valley Central Office	CA	\$254,095	Director	\$75,841	\$60,319	2024
Rancho Park Recovery Inc	CA	\$221,558	Ceo & Chair	\$40,000	\$32,753	2023
Titus Community Inc	TX	\$255,927	Treasurer & Executive Dire	\$44,258	\$41,981	2023
Summit County Community	OH	\$255,950	Executive Director	\$74,630	\$78,029	2022
A Place Of Comfort Inc	CA	\$220,156	Executive Dir.	\$75,500	\$61,821	2023
Gateway House Inc	OH	\$215,484	Executive Director (From 6/22)	\$63,312	\$63,588	2023
Life Change Centers	TX	\$215,002	President	\$15,461	\$14,245	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN cost of living and 2023 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 IN 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	107 organizations. Compensation range \$1,729–\$134,438; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$238,189); for reference, expenses \$248,716 and assets \$460,450.
ROLE MATCH	Grant Sellmer, reported title <i>"EXECUTIVE DI"</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.
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	30 th
Total compensation (D + F), as reported (no adjustments)	28 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	30 th

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 (Grant Sellmer) 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 107 similarly situated organizations (Same NTEE sector (F20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,813 is reasonable (approximately the 30th 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.