

Ann Arbor Spark Foundation

Executive Director / CEO

EIN 383416745
 MI · NTEE T50I
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Paul Krutko, Executive Director / CEO** (\$42,697) against **every comparable organization** that fit the selection criteria — **43** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **60th** percentile of comparable organizations within the typical range

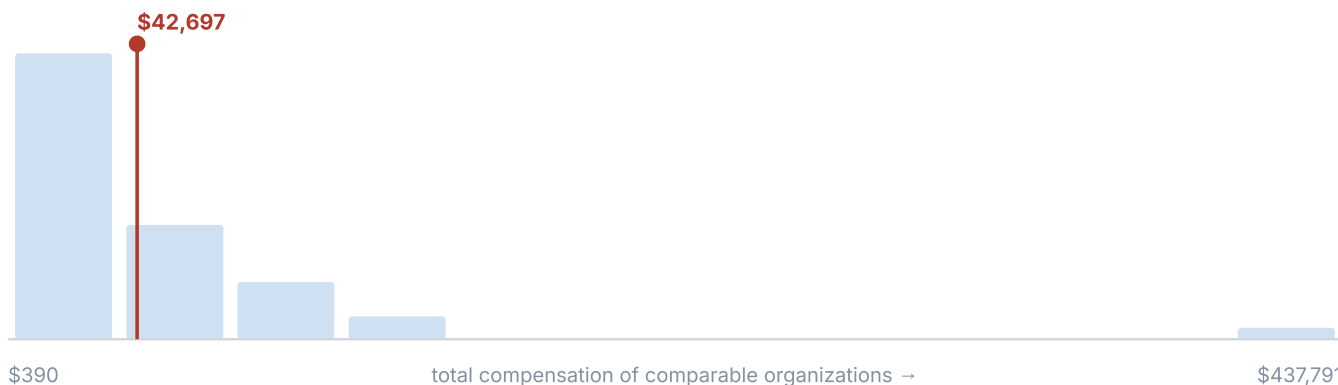
Benchmarked executive: Paul Krutko — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50I).
BUDGET	Total revenue between \$122,534 and \$274,330 — 0.67x to 1.50x the subject's \$182,887 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T50), nationwide + budget 0.67–1.5x revenue.

43 organizations qualified on sector, size, and geography → **43** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,738	\$17,819	\$33,250	\$63,610	\$101,107	\$42,697
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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 MI 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
The Orchid Foundation	NY	\$194,488	Treasurer	\$80,000	\$72,106	2023
Common Good	DC	\$168,135	Founder	\$40,074	\$34,070	2024
Perspectability Inc	AR	\$167,484	Executive Director	\$12,696	\$13,826	2024
Jackrabbit Homes Inc	AZ	\$200,000	Ceo	\$28,454	\$27,295	2023
Graduate Medical Education Consortium Of Southwest	VA	\$201,618	Executive Director	\$62,083	\$59,791	2023
Reconnect Shiurim Inc	NJ	\$203,116	Secretary-director	\$28,350	\$24,523	2024
The Grace Bomb Company	MD	\$205,156	President	\$134,249	\$125,190	2023
Talitha Koum Womens Recovery House	IN	\$206,242	Director	\$25,920	\$26,482	2024
Phillips County Healthcare Foundation	CO	\$206,586	Executive Director	\$19,000	\$18,172	2023
Stop Poaching Now Inc	FL	\$207,120	Managing Director	\$8,182	\$7,447	2024
Hope For Honduran Children Foundation	OH	\$156,995	Executive Director	\$42,000	\$43,098	2024
Marilyn Mcgowan Foundation Inc	FL	\$209,648	Trustee	\$20,000	\$18,203	2024
Friends Of Haac Inc	VA	\$210,575	Secretary-treasurer	\$454,573	\$437,791	2023
Capital Cause	MD	\$155,183	Ceo	\$119,817	\$108,527	2024
Brotallion Blue Skies Foundation	CA	\$154,625	President And Executive Director	\$1,662	\$1,390	2024
How Charities	PA	\$213,624	Vice President	\$36,450	\$35,216	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Inside Out Club	IL	\$214,308	Executive Director	\$69,583	\$64,567	2025
Gospel Mission Aviation Inc	TN	\$214,357	President, Board Member And Program Manager	\$20,600	\$20,979	2024
Love It Once More Inc	IL	\$216,821	President	\$34,917	\$34,240	2023
Hamlin Jaeger And Massina Charitable	WV	\$216,933	Trustee	\$12,065	\$13,030	2023
Bourbon Charity	AZ	\$148,128	Executive Di	\$50,000	\$46,588	2024
Giving Square	MD	\$217,790	Executive Director	\$74,280	\$69,268	2023
Luma Arts Initiative Inc	NY	\$218,180	President	\$30,000	\$26,264	2024
Poor Bishop Hooper Inc	MO	\$221,258	Executive Director	\$75,453	\$77,426	2024
Unchained	NV	\$143,124	Director Of Us Programs And Board Secretary	\$25,000	\$24,278	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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	43 organizations. Compensation range \$390–\$437,791; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$182,887); for reference, expenses \$177,352 and assets \$91,440.
ROLE MATCH	Paul Krutko, reported title " <i>President & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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	60 th
Total compensation (D + F), as reported (no adjustments)	63 rd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Paul Krutko) 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 43 similarly situated organizations (Same NTEE sector (T50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,697 is reasonable (approximately the 60th 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.