

Carpenters' Guaranty Fund

Executive Director / CEO

EIN 386238334

MI · NTEE Y99

FY ending 2025-04-30

June 10, 2026

This analysis benchmarks the total compensation of **Michael Barnwell, Executive Director / CEO** (\$119,516) against **every comparable organization** that fit the selection criteria — **189** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Michael Barnwell — reported title "CHAIRMAN", 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 (Y99).
BUDGET	Total revenue between \$146,039 and \$326,953 — 0.67x to 1.50x the subject's \$217,969 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (Y), nationwide + budget 0.67–1.5x revenue.

189 organizations qualified on sector, size, and geography → **189** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$1,269	\$4,303	\$12,290	\$33,745	\$58,302	\$119,516
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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 Miaamsaa Voluntary Beneficiary Association Trust	MA	\$217,784	Trustee	\$39,046	\$35,924	2023
Benevolent & Protective Order Of Elks Of The Usa	NY	\$217,775	Secretary	\$1,500	\$1,313	2025
Mount Lawn Cemetery Association Inc	NC	\$218,536	Maintenance	\$48,000	\$50,779	2023
Florida Puerto Rico District Of Ite	FL	\$219,405	Director	\$2,000	\$1,869	2024
Pennville loof Twin Hills Cemetery	IN	\$219,726	Member	\$13,390	\$14,042	2024
Scott County Moose Lodge No 2324	IN	\$216,053	Administrator	\$10,200	\$10,421	2025
Public Cemetery Of Cullman	AL	\$215,326	President	\$6,000	\$6,637	2023
Steere Family Ri Historical Cemetery #29	RI	\$214,803	President, Treasurer	\$2,745	\$2,618	2024
National Alliance Of State Drug	TX	\$221,576	Director	\$30,000	\$30,725	2023
Obi Retiree Medical Voluntary	NH	\$221,928	Trustee	\$32,000	\$29,384	2024
Chevra Kadisha Of Alliance	NJ	\$213,934	Director	\$24,082	\$21,382	2024
Montville Pba Local #140	NJ	\$213,273	President	\$400	\$356	2024
Hawkeye Equine Aid Program	IA	\$222,690	Administrative Assistant	\$5,590	\$6,266	2023
Hillington Crematory	NY	\$222,706	Board Member	\$22,707	\$21,008	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ohio Inter-city Bowling Association	OH	\$222,817	Secretary/tr	\$8,284	\$8,501	2025
Grand Lodge Of The Independent	MI	\$212,973	Grand Secret	\$29,650	\$30,434	2024
Catskill Teachers Association	NY	\$223,625	President	\$1,500	\$1,348	2024
Physician Staff Fund At St Catherines	NY	\$224,714	President	\$32,000	\$28,756	2024
Order Of Owls Nest 4008	OH	\$225,094	Prestreasure	\$48,688	\$52,797	2023
Cambridge Lodge No 1211 Loyal Order Of Moose	MD	\$225,271	Administrator	\$17,225	\$15,602	2025
Chico-Ieland Stanford Masonic Temple Association	CA	\$210,124	Cfo	\$21,308	\$18,298	2024
Wcribma - Veba	MA	\$209,745	Trustee	\$114,482	\$102,306	2024
Charity On Top Foundation Inc	CA	\$227,248	Executive Director	\$58,800	\$51,984	2023
Brenham Cemetery Association	TX	\$208,612	Treasurer/secretary	\$66,841	\$66,492	2024
Northwest Florida Defense Coalition	FL	\$208,353	Executive Di	\$57,114	\$53,357	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 2025 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 **189** organizations. Compensation range \$90–\$1,377,411; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$217,969); for reference, expenses \$42,019 and assets \$1,658,831. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Michael Barnwell, reported title " <i>CHAIRMAN</i> ", 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	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	14 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	98 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	95 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 (Michael Barnwell) 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 10, 2026, comparing compensation against 189 similarly situated organizations (Same NTEE major group (Y), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$119,516 is reasonable (approximately the 98th 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 10, 2026.