

# Center For Growth And Opportunity

Executive Director / CEO

EIN 453564310  
 UT · NTEE Q32  
 FY ending 2024-12-31  
 June 13, 2026

This analysis benchmarks the total compensation of **Blake Dursteler, Executive Director / CEO** (\$143,888) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **93<sup>rd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

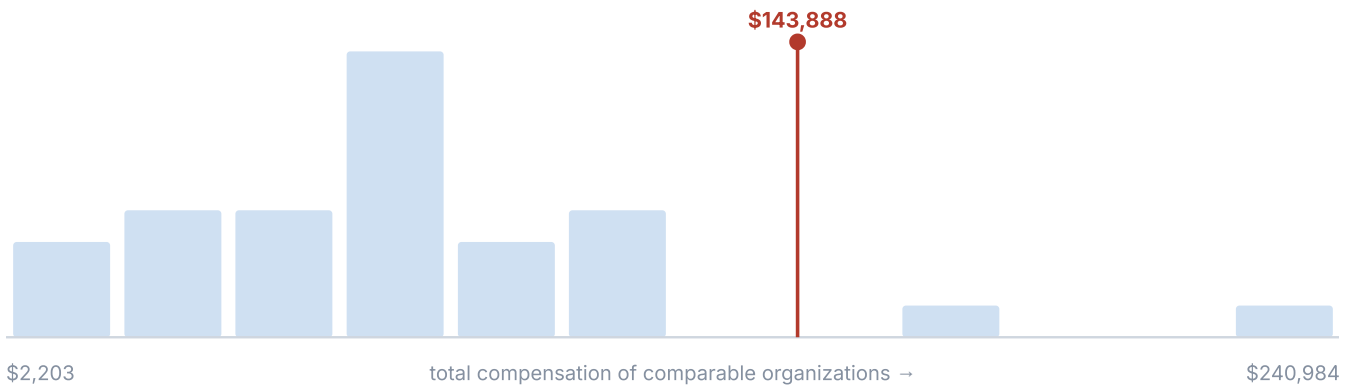
**Benchmarked executive:** Blake Dursteler — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Q32).
BUDGET	Total revenue between \$152,583 and \$341,604 — 0.67x to 1.50x the subject's \$227,736 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Q32), nationwide + budget 0.67–1.5x revenue.

**29** organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,107	\$51,873	\$76,036	\$90,276	\$107,270	<b>\$143,888</b>
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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 UT 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="#">Aguaclara Reach Inc</a>	NY	\$224,320	Director	\$86,121	<b>\$76,036</b>	2024
<a href="#">African Hospitality Institute</a>	WA	\$235,222	Field Director	\$80,000	<b>\$72,049</b>	2023
<a href="#">Ibec Ventures</a>	PA	\$243,259	Managing Director	\$116,100	<b>\$116,464</b>	2023
<a href="#">Beyond Capital Fund</a>	TX	\$249,507	Treasurer/se	\$80,000	<b>\$78,189</b>	2024
<a href="#">Global Leadership Inc</a>	GA	\$205,959	Executive Di	\$105,600	<b>\$103,744</b>	2024
<a href="#">Farms International Inc</a>	MN	\$253,049	Executive Di	\$60,985	<b>\$57,360</b>	2025
<a href="#">House On The Hill Inc</a>	KY	\$256,964	President	\$86,000	<b>\$90,276</b>	2024
<a href="#">Nivas Inc</a>	CO	\$260,322	President/executive Director	\$82,012	<b>\$76,836</b>	2024
<a href="#">Be There Ministries</a>	VA	\$266,817	Founder	\$40,000	<b>\$38,850</b>	2023
<a href="#">Hope Border Institute</a>	TX	\$268,242	Executive Director	\$53,074	<b>\$51,873</b>	2024
<a href="#">Junior Achievement Of Mad River Region Ohio</a>	OH	\$187,188	President	\$36,797	<b>\$39,205</b>	2023
<a href="#">Lumeya International Ministries Inc</a>	CA	\$185,831	President	\$22,168	<b>\$19,256</b>	2023
<a href="#">All Seasons Community Services</a>	MN	\$182,386	Ceo	\$24,124	<b>\$23,979</b>	2023
<a href="#">Summit Initiative</a>	WA	\$277,114	Executive Director	\$120,000	<b>\$104,972</b>	2024
<a href="#">Nehemiah Gateway Usa Inc</a>	CO	\$281,973	President	\$85,000	<b>\$79,635</b>	2024
<a href="#">The Social Enterprise Fund Inc</a>	FL	\$172,241	Director	\$2,400	<b>\$2,203</b>	2024
<a href="#">Jungle Ministry</a>	WA	\$284,502	President/ex	\$80,422	<b>\$70,351</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">20 Liters</a>	MI	\$284,894	Executive Director	\$28,087	<b>\$28,326</b>	2024
<a href="#">Junior Achievement Of The Desert Southwest</a>	TX	\$285,477	President	\$78,018	<b>\$78,504</b>	2023
<a href="#">Native Future</a>	ME	\$286,586	President	\$62,500	<b>\$61,148</b>	2024
<a href="#">Jubilee Usa Network</a>	DC	\$168,246	Executive Dir.	\$189,520	<b>\$162,495</b>	2024
<a href="#">Junior Achievement Of Middletown Area</a>	OH	\$167,633	President/ed	\$73,123	<b>\$73,721</b>	2025
<a href="#">Junior Achievement Of Hawaii Inc</a>	HI	\$165,759	President	\$94,682	<b>\$85,272</b>	2023
<a href="#">Grow Ahead Foundation</a>	OR	\$293,206	Executive Director Board Pre	\$21,000	<b>\$19,617</b>	2023
<a href="#">Code To Inspire Inc</a>	DE	\$161,214	Ceo	\$108,000	<b>\$103,323</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to UT 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 UT 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** 29 organizations. Compensation range \$2,203–\$240,984; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$227,736); for reference, expenses \$3,136,045 and assets \$703,247. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

**ROLE MATCH** Blake Dursteler, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer 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	93 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	93 <sup>rd</sup>
Reportable pay only (column D), adjusted	93 <sup>rd</sup>
All sources (D + E + F), adjusted	93 <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 (Blake Dursteler) 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 29 similarly situated organizations (Same NTEE sector (Q32), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$143,888 is reasonable (approximately the 93<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.