

# Spirit Of A Hero Foundation

Executive Director / CEO

EIN 460784017  
 TX · NTEE P99  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Tancy Turner, Executive Director / CEO** (\$21,828) against **every comparable organization** that fit the selection criteria — **185** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **12<sup>th</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** Tancy Turner — reported title "SECRETARY", 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 (P99).
- BUDGET** Total revenue between \$252,127 and \$564,463 — 0.67x to 1.50x the subject's \$376,309 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**185** organizations qualified on sector, size, and geography → **185** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,326	\$35,217	\$61,777	\$83,844	\$108,489	<b>\$21,828</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 TX 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="#">Gendernexus Inc</a>	IN	\$377,270	Executive Director	\$67,100	<b>\$70,739</b>	2024
<a href="#">Lifenet Foundation</a>	VA	\$374,374	Board Member	\$572,453	<b>\$552,556</b>	2024
<a href="#">Hampton Transitional Academy Inc</a>	SC	\$379,061	President	\$120,538	<b>\$125,711</b>	2024
<a href="#">St Francis Food Pantry Inc</a>	WI	\$380,101	Executive Di	\$63,618	<b>\$66,420</b>	2024
<a href="#">United Citizens Coalition Inc</a>	FL	\$380,105	President	\$53,995	<b>\$50,708</b>	2024
<a href="#">Twu Local 100 Widows &amp; Orphans Fund</a>	NY	\$380,217	President	\$5,715	<b>\$5,315</b>	2023
<a href="#">Community Kitchen Of Torrington Inc</a>	CT	\$371,968	Executive Dir.	\$69,500	<b>\$67,068</b>	2023
<a href="#">The Hope Shot Inc</a>	FL	\$371,933	Executive Director	\$21,892	<b>\$20,559</b>	2024
<a href="#">Love Beyond Walls Inc</a>	GA	\$381,216	Executive Director	\$60,000	<b>\$62,091</b>	2023
<a href="#">In Step With Horsesinc</a>	OH	\$369,696	President	\$16,500	<b>\$17,471</b>	2024
<a href="#">Paraklesis Inc</a>	MI	\$386,137	Executive Director	\$57,444	<b>\$59,273</b>	2024
<a href="#">Inner City Youth Opportunities</a>	OH	\$365,922	Pres	\$27,800	<b>\$29,435</b>	2024
<a href="#">Hope Impacts</a>	TX	\$365,397	Executive Di	\$61,066	<b>\$61,066</b>	2024
<a href="#">Amani Project Inc</a>	GA	\$364,340	Ceo	\$10,000	<b>\$10,348</b>	2023
<a href="#">Integrated Renewal</a>	WA	\$388,472	Director	\$140,519	<b>\$125,768</b>	2024
<a href="#">Lifenet Inc</a>	NJ	\$388,499	Executive Director	\$128,709	<b>\$118,274</b>	2023
<a href="#">Womens Society Of Cyberjutsu</a>	VA	\$390,038	Ceo, Founding Board Member, Security	\$18,000	<b>\$17,374</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Kitka Inc</a>	CA	\$390,469	Ex Dir Trustee Kitka Member	\$82,741	<b>\$71,425</b>	2024
<a href="#">The Kindness Project</a>	PA	\$361,734	Executive Director	\$62,810	<b>\$64,466</b>	2023
<a href="#">Upstate Carolina Adaptive Golf</a>	SC	\$360,613	Executive Director	\$68,497	<b>\$71,437</b>	2024
<a href="#">Fiel Houston Inc</a>	TX	\$360,472	President	\$23,400	<b>\$23,400</b>	2024
<a href="#">Hale County Meals On Wheels</a>	TX	\$360,074	Executive Di	\$62,813	<b>\$61,194</b>	2025
<a href="#">Love Inc Of The Cedar Valley</a>	IA	\$392,779	Executive Director	\$54,000	<b>\$59,108</b>	2024
<a href="#">St Vincent Depaul Society Of Kiel Inc</a>	WI	\$393,111	Store Manager	\$45,454	<b>\$47,456</b>	2024
<a href="#">Family Advocacy In Champaign County</a>	IL	\$359,272	Executive Director	\$53,050	<b>\$52,138</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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** 185 organizations. Compensation range \$1,994–\$552,556; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$376,309); for reference, expenses \$381,064 and assets \$110,041.

**ROLE MATCH** Tancy Turner, reported title "*SECRETARY*", 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	9 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	12 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	14 <sup>th</sup>
Reportable pay only (column D), adjusted	16 <sup>th</sup>
All sources (D + E + F), adjusted	11 <sup>th</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 (Tancy Turner) 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 185 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,828 is reasonable (approximately the 12<sup>th</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.