

Team Guts Inc

Executive Director / CEO

EIN 461756544
 MI · NTEE P50
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Paul Turner, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **16** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

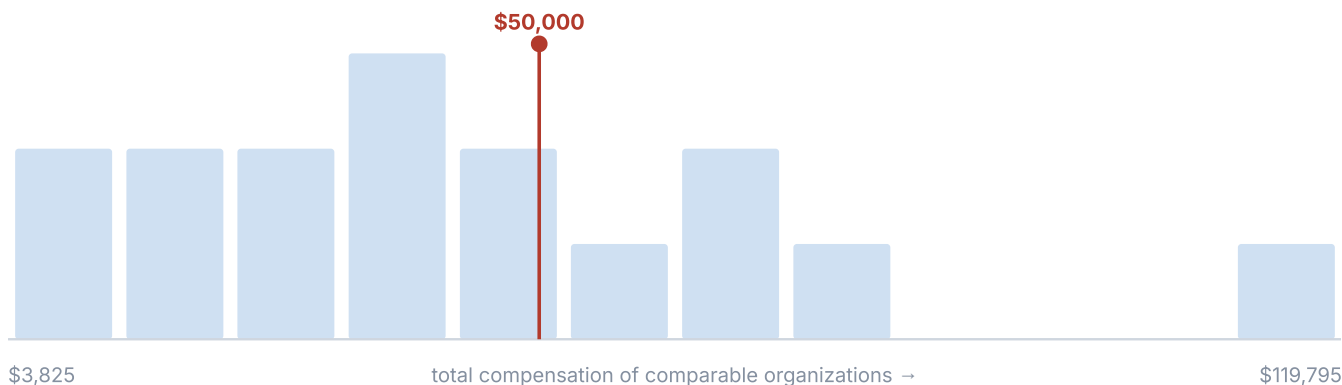
Benchmarked executive: Paul Turner — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P50).
BUDGET	Total revenue between \$86,036 and \$192,619 — 0.67x to 1.50x the subject's \$128,413 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P50), nationwide + budget 0.67–1.5x revenue.

16 organizations qualified on sector, size, and geography → **16** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,689	\$23,927	\$39,456	\$60,996	\$69,548	\$50,000
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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
Americas Gold Star Families	IL	\$124,008	Executive Dir.	\$37,500	\$34,693	2024
Tacoma Slavic Association	WA	\$117,550	Director Of Info&ref Srvs	\$17,524	\$15,200	2023
Mount Washington Valley Supports	NH	\$139,493	Vice President / Exec. Dir	\$44,555	\$38,715	2024
Tetelestai House Inc	AR	\$112,480	Director	\$38,000	\$40,196	2024
Accord Inc	CO	\$144,800	Ex Officio Director	\$30,000	\$27,870	2023
Lifeline Outreach International Ministry	AK	\$146,671	President	\$48,010	\$43,194	2024
Kula Kamala Foundation	PA	\$103,819	President &	\$127,654	\$119,795	2024
A Brighter Day	CA	\$154,387	Business Develo	\$77,000	\$62,569	2024
Regional Representative Payee Servi	OH	\$156,554	Ceo	\$70,240	\$72,076	2023
Fort Collins Community Action Network	CO	\$96,770	President	\$4,239	\$3,825	2024
Common Ground Healing Arts	VA	\$171,879	Excutive Director	\$28,688	\$26,836	2023
Family & Community Services Inc	OH	\$176,962	Executive Director	\$60,671	\$60,471	2024
Healing Paws For Warriors Inc	FL	\$180,841	Executive Director	\$15,534	\$13,732	2024
Brain Injury Alliance Of Vt	VT	\$180,846	Executive Director	\$8,073	\$7,646	2024
Open Door Resource Center	OH	\$183,478	Executive Di	\$49,816	\$49,652	2024
3sixty	MI	\$191,368	President	\$69,000	\$67,020	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 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 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	16 organizations. Compensation range \$3,825–\$119,795; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$128,413); for reference, expenses \$142,454 and assets \$311,231.
ROLE MATCH	Paul Turner, reported title " <i>PRESIDENT</i> ", 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	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	69 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	69 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 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 10, 2026, comparing compensation against 16 similarly situated organizations (Same NTEE sector (P50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 69th 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.