

# Tenaciously Teal Incorporated

Executive Director / CEO

EIN 465034403

OK · NTEE G30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tarah Warren, Executive Director / CEO** (\$126,327) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Tarah Warren — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (G30).

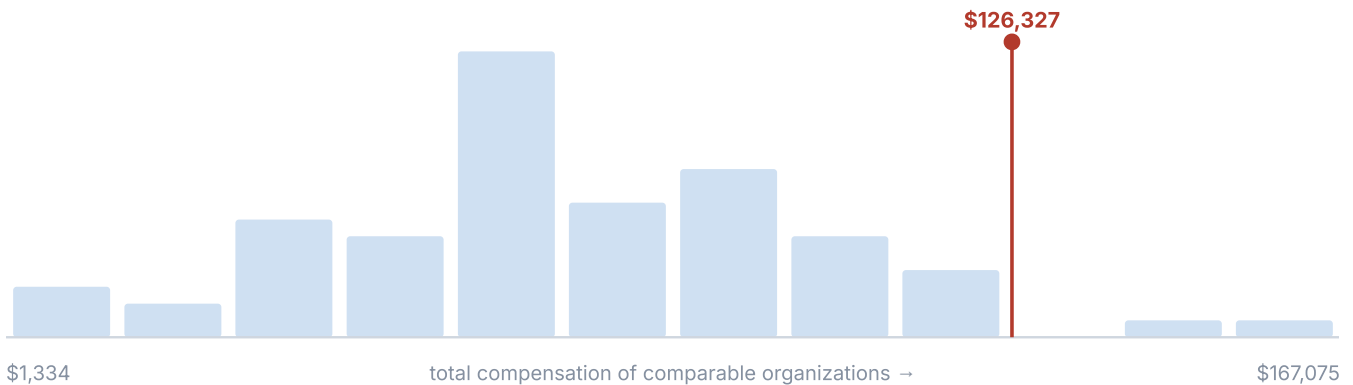
**BUDGET** Total revenue between \$327,847 and \$733,987 — 0.67x to 1.50x the subject's \$489,325 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (G30), nationwide + budget 0.67–1.5x revenue.

**65** organizations qualified on sector, size, and geography

→ **65** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$33,361	\$50,770	\$68,632	\$93,535	\$109,062	<b>\$126,327</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 OK 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="#">Michelles Love</a>	OR	\$491,004	Founder	\$60,200	<b>\$50,770</b>	2024
<a href="#">Breast Cancer Awareness Inc</a>	MD	\$492,944	Executive Director	\$89,644	<b>\$78,359</b>	2023
<a href="#">Montgomery Cancer Wellness Foundation</a>	AL	\$493,396	Executive Director	\$82,116	<b>\$80,565</b>	2024
<a href="#">Gastric Cancer Foundation</a>	CA	\$484,124	Executive Director	\$136,294	<b>\$110,038</b>	2023
<a href="#">Cancer Association Of Darke County</a>	OH	\$475,711	Executive Di	\$18,043	<b>\$17,355</b>	2024
<a href="#">Brave Like Gabe Foundation</a>	MN	\$507,320	Executive Director	\$103,075	<b>\$95,228</b>	2023
<a href="#">13thirty Cancer Connect Inc</a>	NY	\$509,214	Executive Director	\$80,000	<b>\$65,651</b>	2024
<a href="#">Arkansas Prostate Cancer Foundation</a>	AR	\$468,148	Executive Di	\$112,781	<b>\$115,128</b>	2024
<a href="#">Davids Dream And Believe Cancer Foundation Inc</a>	NJ	\$511,296	Ceo	\$116,250	<b>\$94,260</b>	2024
<a href="#">The Anchor Cross Cancer Foundation</a>	AL	\$464,644	Foundation Director	\$65,625	<b>\$64,385</b>	2024
<a href="#">Main Street Missions Inc</a>	PA	\$514,297	President	\$100,336	<b>\$90,868</b>	2024
<a href="#">Radiation Oncology Institute</a>	VA	\$518,598	Exec. Dir., Secr. And Asst	\$69,157	<b>\$62,433</b>	2023
<a href="#">Cancer Resource Center Of The Finger Lakes</a>	NY	\$459,404	Executive Director	\$58,609	<b>\$48,096</b>	2024
<a href="#">Cancer Services Of Gaston Cty Inc</a>	NC	\$522,077	Officer	\$74,639	<b>\$70,039</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Cancer Council Of Reno County Inc</a>	KS	\$524,077	Executive Director	\$38,249	<b>\$38,635</b>	2023
<a href="#">Gilda's Club Kansas City</a>	MO	\$527,811	Executive Director	\$143,176	<b>\$141,785</b>	2023
<a href="#">Cancer Support Services Inc</a>	GA	\$528,630	Executive Dir.	\$92,846	<b>\$84,781</b>	2024
<a href="#">The Breast Cancer Resource Center Of Santa Barbara</a>	CA	\$449,691	Executive Director	\$104,380	<b>\$81,854</b>	2024
<a href="#">Southwest Kids Cancer Foundation Inc</a>	AZ	\$448,189	Executive Director	\$37,231	<b>\$32,517</b>	2024
<a href="#">Bright Spot Network</a>	CA	\$534,865	Executive Dir.	\$115,000	<b>\$92,846</b>	2023
<a href="#">Me Squared Cancer Foundation</a>	TX	\$442,014	Executive Director - Start Date 7/16/2024	\$32,813	<b>\$29,809</b>	2024
<a href="#">Pink Hands Of Hope</a>	PA	\$433,918	Executive Di	\$50,738	<b>\$47,308</b>	2023
<a href="#">Ashland County Cancer</a>	OH	\$433,810	Executive Di	\$63,499	<b>\$62,882</b>	2023
<a href="#">Richmond County Cancer Care Treasure Shop</a>	NC	\$428,648	President	\$106,483	<b>\$102,871</b>	2023
<a href="#">Stomach Cancer Awareness Network</a>	CA	\$552,364	Founder Executive Director And Ceo	\$15,000	<b>\$12,110</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 65 organizations. Compensation range \$1,334–\$167,075; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$489,325); for reference, expenses \$494,951 and assets \$721,308.
ROLE MATCH	Tarah Warren, reported title " <i>EXECUTIVE DIRECTOR</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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	88 <sup>th</sup>
Reportable pay only (column D), adjusted	95 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 (Tarah Warren) 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 65 similarly situated organizations (Same NTEE sector (G30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$126,327 is reasonable (approximately the 97<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.