

Modern Spirit Organization Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Joe Tafur, Executive Director / CEO** (\$85,000) against **every comparable organization** that fit the selection criteria — **120** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

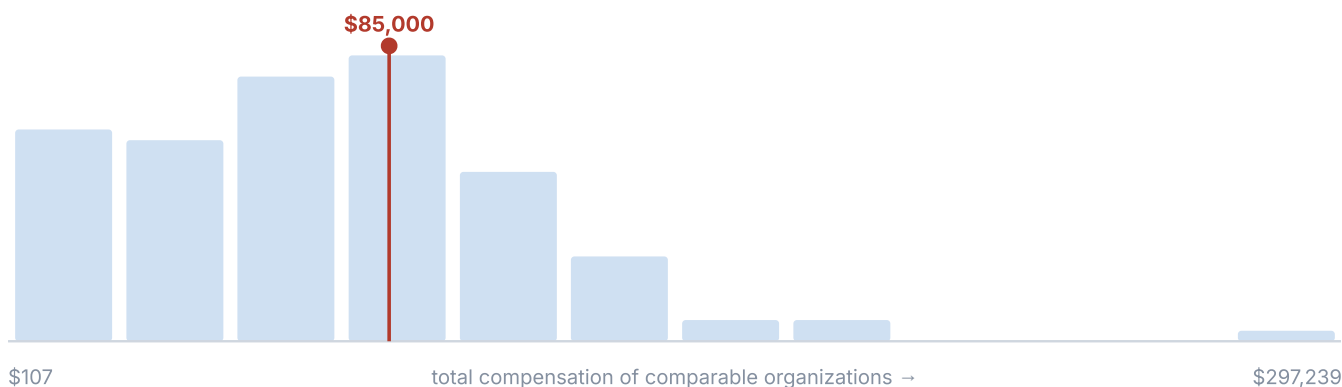
Benchmarked executive: Joe Tafur — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between \$178,117 and \$398,770 — 0.67x to 1.50x the subject's \$265,847 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

120 organizations qualified on sector, size, and geography → **120** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,710	\$39,586	\$69,196	\$97,819	\$126,696	\$85,000
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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 AZ 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
Maasha Trust	MA	\$265,269	Director	\$146,500	\$140,930	2023
Global Health Promise	OR	\$262,465	Director And President Of The	\$12,300	\$12,228	2023
California Coalition For Harm Reduction	CA	\$272,222	Chief Executive Office	\$331,050	\$297,239	2024
Ann Arbor Community Acupuncture	MI	\$257,333	President	\$59,413	\$65,648	2023
Adams County Memorial Hospital	IN	\$276,484	Executive Director	\$25,305	\$28,567	2023
Delta Epsilon Mu	VA	\$254,475	National President	\$3,250	\$3,263	2024
East Hawaii Health Pharmacy	HI	\$279,924	President	\$54,959	\$52,674	2023
Springs Community Acupuncture Inc	CO	\$251,731	President	\$67,760	\$67,560	2024
Yoga Sanctuary	MN	\$280,633	Exective Dir	\$14,333	\$14,726	2024
Ohio Public Health Association	OH	\$250,781	Executive Di	\$43,394	\$49,202	2023
Minority Organ And Tissue Transplant	OH	\$281,229	President And Ceo	\$51,618	\$56,847	2024
American Friends Of Hala	OH	\$250,158	Trustee	\$104,196	\$118,142	2023
New Mexico Alive	NM	\$250,000	President	\$12,000	\$13,816	2023
Just Health Action	WA	\$249,556	President	\$101,146	\$94,161	2024
Integrate For Good Inc	PA	\$249,498	Executive Director	\$124,615	\$133,033	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Public Health Information Coalition Inc	GA	\$246,111	Executive Director	\$50,037	\$52,314	2024
North Carolina Business Group On Health Inc	NC	\$246,012	President	\$88,550	\$95,137	2024
Living Well Foundation	MO	\$286,403	Ceo	\$174,081	\$191,717	2024
Empire Liver Foundation Inc	NY	\$245,281	President /	\$49,917	\$46,902	2024
Bartow Health Access Inc	GA	\$286,417	Executive Director	\$28,600	\$29,901	2024
Little Urban Smiles Inc	MO	\$244,718	Treasurer/secretary	\$6,000	\$6,608	2024
Scenic Rivers Area Health Education	WI	\$287,248	Executive Director	\$84,732	\$92,013	2024
Oral Health Florida Inc	FL	\$243,740	Vice Chair	\$750	\$733	2024
Hope Health And Wellness Center Qalich	TX	\$242,341	Director/ceo	\$24,592	\$25,579	2024
West Virginia Healthy Kids And Families Coalition	WV	\$289,950	Executive Director	\$48,030	\$55,671	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 **120** organizations. Compensation range \$107–\$297,239; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$265,847); for reference, expenses \$269,908 and assets \$9,589.

ROLE MATCH	Joe Tafur, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	3 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	63 rd
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	55 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 (Joe Tafur) 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 120 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,000 is reasonable (approximately the 63rd 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.