

# Duck Cup Memorial Fund

Executive Director / CEO

EIN 474265339

MN · NTEE F12

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Sara Jutz, Executive Director / CEO** (\$55,278) against **every comparable organization** that fit the selection criteria — **683** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49<sup>th</sup>** percentile of comparable organizations within the typical range

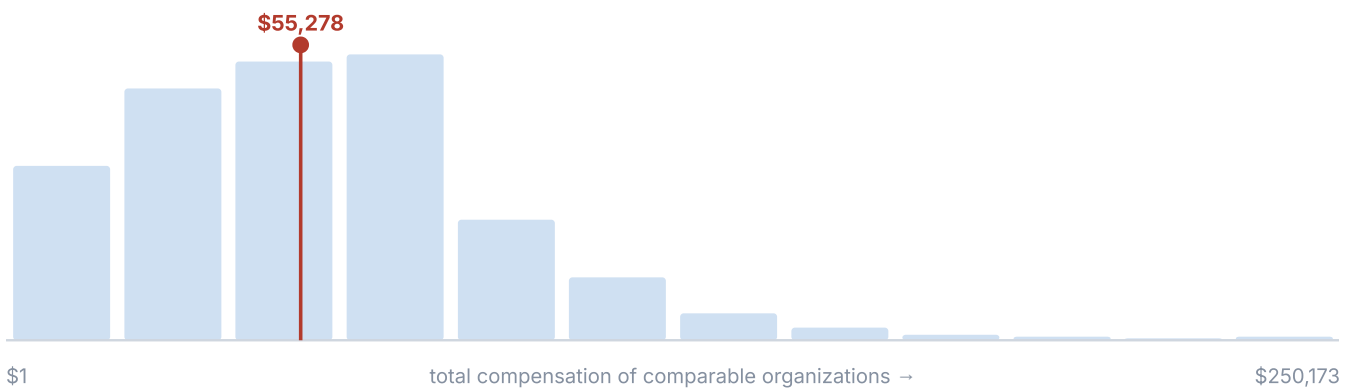
**Benchmarked executive:** Sara Jutz — reported title “OUTREACH/EXE”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (F12).
BUDGET	Total revenue between \$187,570 and \$419,934 — 0.67x to 1.50x the subject's \$279,956 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (F), nationwide + budget 0.67–1.5x revenue.

**683** organizations qualified on sector, size, and geography → **683** within the band from the benchmarked peer set.

## Distribution of comparable compensation



\$15,766	\$32,197	\$56,108	\$77,722	\$102,846	\$55,278
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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 MN 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="#">Intouch Outreach Resource Ctr</a>	IN	\$280,000	Executive Director For Programs	\$108,000	<b>\$118,667</b>	2023
<a href="#">Seneca Choices For Life Inc</a>	GA	\$280,074	Executive Director	\$56,038	<b>\$58,707</b>	2023
<a href="#">Rose Garden Recovery Community Inc</a>	IN	\$279,654	Executive Dir.	\$28,408	<b>\$30,318</b>	2024
<a href="#">Parents Of Murdered Children Inc</a>	OH	\$280,259	Executive Dir.	\$56,160	<b>\$60,198</b>	2024
<a href="#">Freedom Center</a>	MS	\$279,581	Executive Di	\$13,000	<b>\$14,653</b>	2024
<a href="#">Clay Student Leadership Inc</a>	TX	\$279,317	President	\$15,833	<b>\$16,028</b>	2024
<a href="#">Tides Inc</a>	PA	\$280,678	Executive Director	\$63,162	<b>\$63,745</b>	2024
<a href="#">Concho Valley Biblical Counseling Center</a>	TX	\$279,169	Director Of Operations	\$32,280	<b>\$32,679</b>	2024
<a href="#">180 Center Inc</a>	TN	\$281,032	Supervisor	\$40,350	<b>\$44,192</b>	2023
<a href="#">Trinity Counseling Center Of Florida Inc</a>	FL	\$281,074	Ceo	\$17,177	<b>\$16,331</b>	2024
<a href="#">Resilience Education And Training Institute Inc</a>	FL	\$281,437	Chief Executive Officer	\$40,206	<b>\$39,354</b>	2023
<a href="#">New Mexico Association For Infant Mental Health</a>	NM	\$281,850	Executive Director	\$31,720	<b>\$34,527</b>	2024
<a href="#">Papillion Center Inc</a>	KY	\$282,268	Executive Director	\$88,463	<b>\$96,185</b>	2024
<a href="#">Lower Shore Friends Inc</a>	MD	\$277,577	Executive Director	\$64,911	<b>\$63,230</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Search For Change Community</a>	NY	\$282,433	Ceo	\$25,719	<b>\$23,520</b>	2024
<a href="#">American Society Of Addiction Medicine</a>	WI	\$277,418	Member	\$7,245	<b>\$7,657</b>	2024
<a href="#">Angels In Flight Recovery Center</a>	GA	\$277,363	President	\$41,600	<b>\$42,331</b>	2024
<a href="#">The Pier Foundation</a>	GA	\$282,695	Vice Chairma	\$68,296	<b>\$69,497</b>	2024
<a href="#">Black Mental Health Oregon</a>	OR	\$277,124	Executive Director President	\$143,750	<b>\$139,091</b>	2023
<a href="#">Community Caring Clinic Inc</a>	MA	\$277,120	President	\$56,391	<b>\$52,799</b>	2023
<a href="#">The Mental And Emotional Resource Center</a>	TN	\$283,071	Executive Dir	\$29,423	<b>\$32,224</b>	2023
<a href="#">Miller Fellowship House Inc</a>	CA	\$283,201	President	\$21,065	<b>\$18,408</b>	2024
<a href="#">Rebel With A Cause Films</a>	CO	\$276,545	President/executive Director	\$10,000	<b>\$9,990</b>	2023
<a href="#">Kylecares Inc</a>	MA	\$276,528	President	\$10,000	<b>\$9,094</b>	2024
<a href="#">Fresh Start Clubhouse Inc</a>	MI	\$283,567	Executive Di	\$66,908	<b>\$69,891</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **683** organizations. Compensation range \$1–\$250,173; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$279,956); for reference, expenses \$316,193 and assets \$136,707.
ROLE MATCH	Sara Jutz, reported title "OUTREACH/EXE", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	15 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	49 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	49 <sup>th</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	45 <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 (Sara Jutz) 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 683 similarly situated organizations (Same NTEE major group (F), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,278 is reasonable (approximately the 49<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.