

Temperance Training Foundation

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Anthony Fazio, Executive Director / CEO** (\$16,500) against **every comparable organization** that fit the selection criteria — **31** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **32nd** percentile of comparable organizations within the typical range

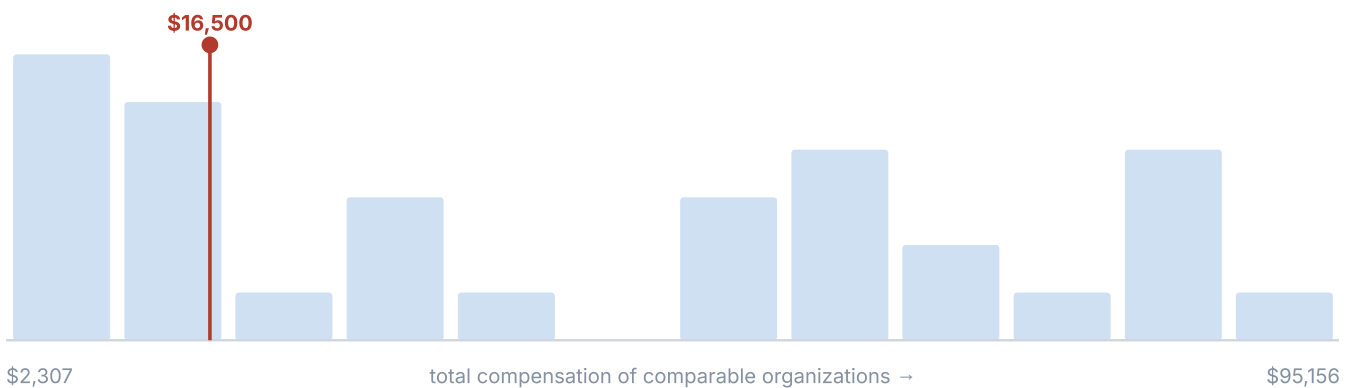
Benchmarked executive: Anthony Fazio — reported title "SECRETARY", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N30).
- BUDGET** Total revenue between \$130,138 and \$291,354 — 0.67x to 1.50x the subject's \$194,236 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

31 organizations qualified on sector, size, and geography → **31** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,123	\$15,145	\$38,661	\$63,644	\$80,895	\$16,500
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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 FL 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
Skyline Swim Club	UT	\$194,618	Vice President	\$14,000	\$14,859	2025
Harris Park Midtown Sports & Activities Center	MO	\$197,973	Executive Director	\$71,750	\$80,895	2024
Vow Inc	TX	\$203,505	President	\$60,000	\$65,776	2023
Girls On The Run Of Southwest Florida	FL	\$182,915	Executive Director	\$54,167	\$54,167	2024
Bart J Ruggiere Adaptive	VT	\$208,368	Executive Dir.	\$77,500	\$83,036	2024
Liminal Health And Fitness Inc	GA	\$209,854	Secretary &	\$67,360	\$72,097	2024
Hike It Baby	OR	\$176,148	Executive Director	\$59,260	\$58,581	2024
Emporia Greensville Rec Assoc Inc	VA	\$175,442	President	\$6,000	\$6,167	2024
Ukiah Valley Cultural & Rec Center	CA	\$166,254	Key Employee	\$61,547	\$56,573	2024
Aberdeen Board Parks &	MD	\$165,866	Treasurer	\$4,495	\$4,358	2025
Trailspring Inc	MO	\$164,178	Executive Dir.	\$59,865	\$67,495	2024
Kulm Golf Course	ND	\$163,204	Grounds Keeper	\$23,531	\$28,300	2023
Milwaukie Community Center Foundati	OR	\$227,900	Foundation D	\$59,913	\$59,226	2024
Extra Mile Club Of The Lowcountry	SC	\$232,063	Executive Director	\$12,000	\$13,719	2023
Mandan Parks And Recreation Foundation	ND	\$235,459	Manager	\$33,095	\$38,661	2024
Upstate Nevada Inc	NV	\$235,553	President	\$2,162	\$2,307	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Mulligans Hollow Ski Bowl	MI	\$237,968	Executive Dir.	\$30,000	\$32,962	2024
Fox Township Veterans Club	PA	\$149,842	Bar Manager	\$21,834	\$23,178	2024
Paradise Stronger Inc	CA	\$242,895	Executive Dir.	\$53,254	\$48,950	2024
Frailty Myths	CA	\$250,961	President	\$100,552	\$95,156	2023
Aberdeen Family Y Foundation Inc	SD	\$135,191	Ceo	\$8,176	\$9,605	2024
Northern Columbia Community And Cultural Center	PA	\$253,387	Executive Director	\$27,728	\$29,434	2024
Community Swim Club	WA	\$255,736	President	\$3,725	\$3,655	2023
Northern Blair County Recreation	PA	\$259,038	Board Member	\$5,768	\$6,123	2024
Maine Gearshare	ME	\$262,844	Executive Director	\$75,000	\$79,943	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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 31 organizations. Compensation range \$2,307–\$95,156; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$194,236); for reference, expenses \$176,161 and assets \$208,445.

ROLE MATCH Anthony Fazio, 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 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 nd
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	39 th
All sources (D + E + F), adjusted	29 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 (Anthony Fazio) 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 31 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$16,500 is reasonable (approximately the 32nd 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.