

Healthy Flint Research Coordinating Cent

Executive Director / CEO

EIN 825245717

MI · NTEE C30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Tonya French Turner, Executive Director / CEO** (\$75,005) against **every comparable organization** that fit the selection criteria — **146** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

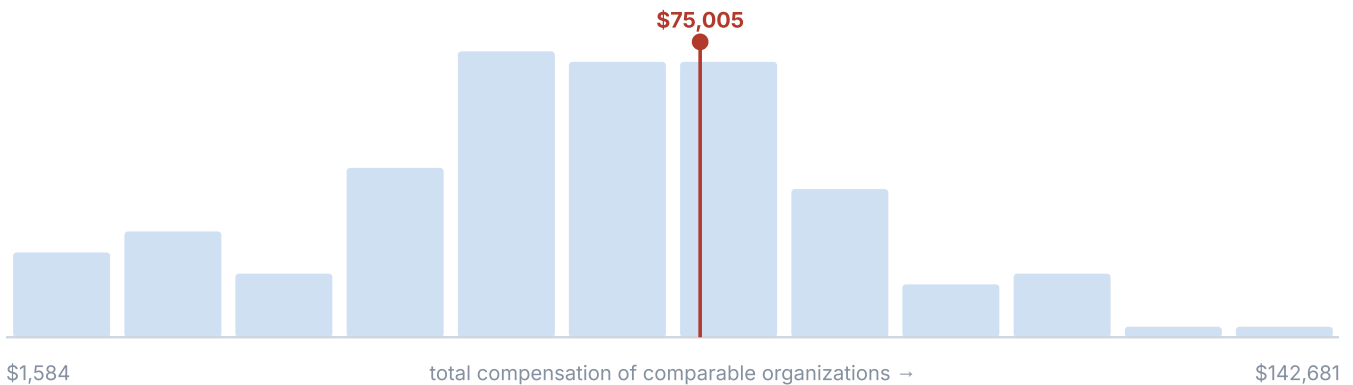
Benchmarked executive: Tonya French Turner — reported title “Co-Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (C30).
BUDGET	Total revenue between \$229,943 and \$514,798 — 0.67x to 1.50x the subject's \$343,199 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (C30), nationwide + budget 0.67–1.5x revenue.

146 organizations qualified on sector, size, and geography → **146** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,156	\$45,168	\$62,498	\$79,914	\$90,361	\$75,005
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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
The Go Green Initiative Association	CA	\$343,699	Founder And Ceo	\$85,000	\$71,110	2024
Species Survival Network	MD	\$346,428	Executive Director	\$65,232	\$59,085	2024
Friends Of Arches&canyonlands Parks	UT	\$346,985	Executive Di	\$69,823	\$69,235	2024
Calhoun County Resource Watch	TX	\$336,943	President	\$8,700	\$8,431	2024
Mahwah Environmental Volunteers	NJ	\$335,230	Executive Dir.	\$61,660	\$53,337	2024
Coalition For Susitna Dam Alternatives	AK	\$334,038	Executive Director 1/1/24-7/31/24	\$96,688	\$89,558	2024
Rendezvous Lands Conservancy	WY	\$334,011	Coo/cfo	\$20,104	\$20,319	2025
Southwest Iowa Nature Trails	IA	\$352,427	Executive Di	\$18,920	\$20,071	2024
Edenacres Environmental Education	OR	\$333,368	Executive Director	\$52,768	\$47,476	2024
City Grazing	CA	\$353,251	Executive Director	\$11,721	\$9,806	2024
Collective Oyster Recycling &	CT	\$332,167	Director	\$35,962	\$32,668	2024
Alaska Whale Foundation	AK	\$331,469	Executive Director	\$92,083	\$85,292	2024
Wildlife Ecology Institute	MT	\$327,259	Executive Dir.	\$100,039	\$104,475	2024
Grow Native Massachusetts Inc	MA	\$359,550	Executive Di	\$111,000	\$96,638	2024
E Inc	MA	\$359,622	Executive Di	\$58,556	\$49,666	2025
Vibe Tribe Adventures	CO	\$360,098	Ceo	\$57,791	\$55,273	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Crest	OR	\$360,557	Executive Director	\$66,333	\$59,681	2024
Oahu Agriculture And Conservation Assoc	HI	\$325,224	Executive Dir.	\$95,881	\$83,167	2024
Corkscrew Regional Ecosystem Watershed Land & Wate	FL	\$361,353	Executive Director	\$91,491	\$83,270	2024
Middlesex Land Trust	CT	\$322,665	Executive Di	\$66,111	\$61,829	2023
Living Observatory Inc	MA	\$364,058	Director	\$42,388	\$36,903	2024
Friends Of The Delaware Canal Inc	PA	\$364,269	Executive Di	\$81,900	\$79,128	2024
Santa Barbara Audubon Society	CA	\$322,002	Executive Dir.	\$67,866	\$55,313	2025
Billings Trailnet	MT	\$364,583	Executive Director	\$75,323	\$80,987	2023
Alliance For The Wild Rockies Inc	MT	\$364,633	Executive Director/treasur	\$105,808	\$110,500	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 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 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 146 organizations. Compensation range \$1,584–\$142,681; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$343,199); for reference, expenses \$297,479 and assets \$236,541.

ROLE MATCH Tonya French Turner, reported title "*Co-Director*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	4 peers 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	68 th
Total compensation (D + F), as reported (no adjustments)	61 st
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	66 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 (Tonya French 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 9, 2026, comparing compensation against 146 similarly situated organizations (Same NTEE sector (C30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,005 is reasonable (approximately the 68th 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.