

# Society Of Metabolic Health

Executive Director / CEO

EIN 852185749

TX · NTEE H03

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Doug Reynolds, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **102** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54<sup>th</sup>** percentile of comparable organizations within the typical range

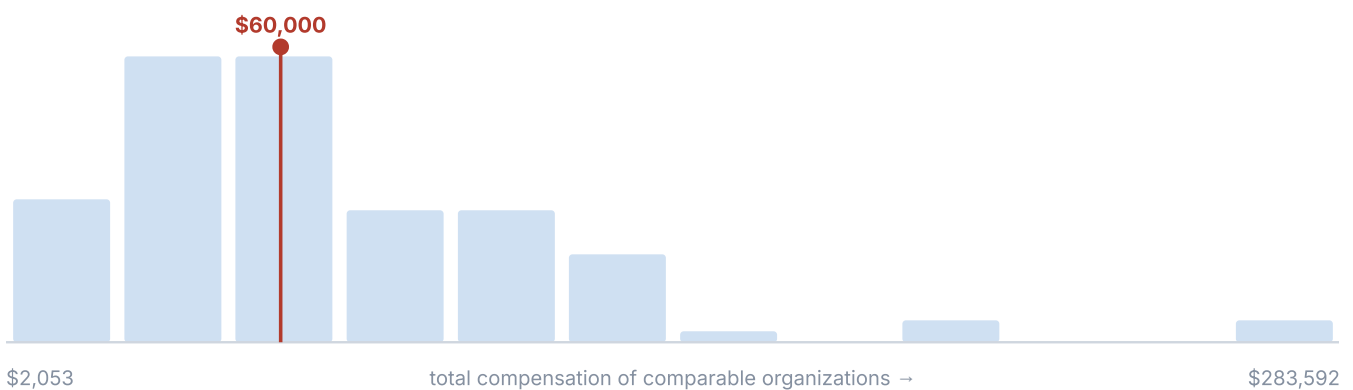
**Benchmarked executive:** Doug Reynolds — reported title “PRESIDENT/BOARD”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H03).
BUDGET	Total revenue between \$158,100 and \$353,956 — 0.67x to 1.50x the subject's \$235,971 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

**102** organizations qualified on sector, size, and geography → **102** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,300	\$37,297	\$56,022	\$92,621	\$131,380	\$60,000
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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 TX 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="#">Reed Gastrointestinal Oncology Research</a>	AL	\$236,157	Executive Director	\$75,000	<b>\$83,392</b>	2023
<a href="#">The Foregut Research Foundation</a>	CO	\$234,701	President	\$32,692	<b>\$32,264</b>	2023
<a href="#">Virginia Cardiac Services Quality Initiative</a>	VA	\$233,175	Executive Director	\$92,500	<b>\$91,922</b>	2023
<a href="#">Nbia Disorders Association</a>	TX	\$241,251	President	\$23,333	<b>\$23,333</b>	2024
<a href="#">National Behavioral Consortium Inc</a>	FL	\$230,000	Coexecutive	\$50,000	<b>\$46,957</b>	2024
<a href="#">Neurospring Inc</a>	CA	\$242,650	Bus Mgr/trea	\$135,221	<b>\$116,727</b>	2024
<a href="#">Jastreboff Hearing Disorders Foundation</a>	CT	\$242,804	Founder And Ceo	\$34,184	<b>\$32,041</b>	2024
<a href="#">The Maui Ola Foundation</a>	CA	\$243,078	Executive Dir.	\$61,101	<b>\$54,303</b>	2023
<a href="#">Erase Ptsd Now</a>	IL	\$243,859	Executive Di	\$95,000	<b>\$96,125</b>	2023
<a href="#">Staten Island Heart Society Inc</a>	NY	\$227,531	Executive Director	\$104,673	<b>\$97,349</b>	2023
<a href="#">International Consensus Meeting On</a>	PA	\$226,032	Secretary, Director	\$2,000	<b>\$2,053</b>	2023
<a href="#">Physicians Research Network Inc</a>	NY	\$225,246	President	\$120,000	<b>\$108,401</b>	2024
<a href="#">Good Friend Inc</a>	WI	\$225,181	Executive Director	\$36,500	<b>\$39,233</b>	2023
<a href="#">Cody Dieruf Foundation</a>	MT	\$224,998	Exec. Director	\$59,965	<b>\$64,619</b>	2024
<a href="#">National Shingles Foundation</a>	NY	\$247,230	President, D	\$86,143	<b>\$80,115</b>	2023
<a href="#">Massachusetts Coalition For The</a>	MA	\$222,792	Executive Director	\$181,865	<b>\$163,376</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">China Aids Fund Inc</a>	NY	\$222,007	Secretary	\$61,538	<b>\$55,590</b>	2024
<a href="#">Conference For The Model</a>	AZ	\$250,244	Executive Dir.	\$54,644	<b>\$52,536</b>	2024
<a href="#">Lizzys Walk Of Faith</a>	MO	\$252,032	President	\$41,600	<b>\$44,047</b>	2024
<a href="#">Maryland Association For Parkinson</a>	MD	\$252,158	Pres/exec Dir	\$29,777	<b>\$27,830</b>	2024
<a href="#">Laughlin Family Foundation For Rare Canc</a>	MD	\$252,531	Executive Director	\$96,500	<b>\$92,854</b>	2023
<a href="#">Ryan Hill Research Foundation</a>	WA	\$217,477	Executive Dir.	\$10,800	<b>\$9,952</b>	2023
<a href="#">Can Do Houston</a>	TX	\$255,316	Executive Di	\$59,750	<b>\$59,750</b>	2024
<a href="#">Ibrea Foundation</a>	NY	\$255,669	Director/sec	\$36,000	<b>\$32,520</b>	2024
<a href="#">A Glimmer Of Hope Inc</a>	PA	\$256,560	Executive Director	\$17,800	<b>\$18,270</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	<b>102</b> organizations. Compensation range \$2,053–\$283,592; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$235,971); for reference, expenses \$262,481 and assets \$101,759.
ROLE MATCH	Doug Reynolds, reported title <i>"PRESIDENT/BOARD"</i> , 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	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	54 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	51 <sup>st</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	49 <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 (Doug Reynolds) 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 102 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 54<sup>th</sup> 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.