

Growth Teams Inc

Executive Director / CEO

EIN 881985456
 DE · NTEE Q30
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Kartik Akileswaran, Executive Director / CEO** (\$68,450) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

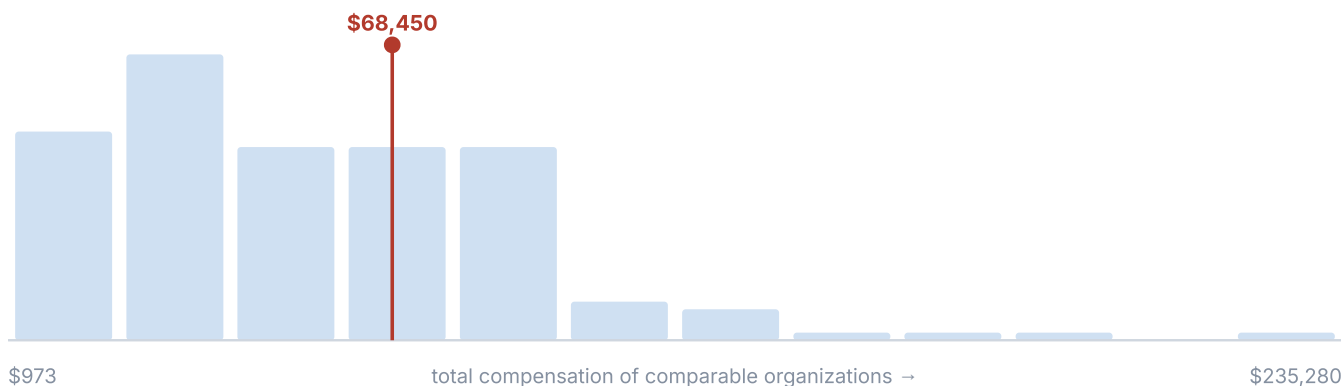
Benchmarked executive: Kartik Akileswaran — reported title “PRESIDENT AND SECRETARY”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (Q30).
- BUDGET** Total revenue between \$205,007 and \$458,973 — 0.67x to 1.50x the subject's \$305,982 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (Q30), nationwide + budget 0.67–1.5x revenue.

152 organizations qualified on sector, size, and geography → **152** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$10,832	\$27,685	\$49,682	\$78,515	\$93,982	\$68,450
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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 DE 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
Haiti Project Inc	NY	\$305,548	Pres./exec.	\$63,250	\$60,095	2023
Christian Relief Of Supplies And Service	IA	\$303,596	Key Employee	\$28,462	\$31,827	2024
Bridge Builders International Inc	OK	\$300,378	President	\$39,520	\$45,756	2023
Big Picture Soccer	PA	\$299,633	Executive Director	\$70,000	\$73,398	2023
Center For Global Strategies Ltd	SC	\$298,414	Executive Director	\$60,000	\$63,927	2024
Ecf International	CA	\$297,935	President/ceo	\$94,143	\$83,023	2024
Media For Development International	WA	\$314,036	President	\$28,000	\$25,602	2024
Catalyst Ministries	TX	\$297,395	Executive Dir.	\$56,261	\$57,477	2024
Hope On A String	MA	\$295,811	Executive Director	\$71,135	\$67,212	2023
Long Way Home Inc	OR	\$317,075	Executive Director	\$3,500	\$3,319	2024
Ccm Evangelical Ministries	TX	\$319,102	President	\$67,000	\$68,448	2024
West African Mercy Ministries Inc	WI	\$291,476	Executive Director	\$76,579	\$81,679	2024
Global Jothoor Foundation	VA	\$320,739	Ceo	\$85,785	\$87,091	2023
Equitarian Initiative	MN	\$290,595	Executive Director	\$78,600	\$79,319	2024
Adventure Travel Conservation Fund	WA	\$289,855	Executive Dir.	\$91,539	\$83,700	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Healing Art Missions	OH	\$323,305	Executive Director	\$83,135	\$92,584	2023
Friendly Water For The World	WA	\$324,166	Executive Di	\$87,984	\$80,449	2024
Vera Aqua Vera Vita	TX	\$286,608	Executive Director	\$90,500	\$92,455	2024
Glocal Ventures Inc	TX	\$325,568	Vietnam Coun	\$29,673	\$30,314	2024
Amazon Medical Project Inc	WI	\$326,004	Medical Director	\$30,956	\$33,018	2024
Film School Africa Inc	OH	\$283,633	Executive Di	\$48,000	\$50,584	2025
Present Hope Ministry Inc	GA	\$283,117	President	\$25,310	\$25,991	2024
Yspaniola Incorporated	MA	\$282,956	Executive Director	\$40,384	\$37,062	2024
African Enterprise Inc	WA	\$330,615	Executive Director	\$100,000	\$94,137	2023
Foundation For A Civil Society Ltd	NY	\$280,153	President	\$60,000	\$55,372	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DE 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 DE 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	152 organizations. Compensation range \$973–\$235,280; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$305,982); for reference, expenses \$353,197 and assets \$151,124.
ROLE MATCH	Kartik Akileswaran, reported title " <i>PRESIDENT AND SECRETARY</i> ", 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	2 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	69 th
Total compensation (D + F), as reported (no adjustments)	69 th
Reportable pay only (column D), adjusted	72 nd
All sources (D + E + F), adjusted	68 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 (Kartik Akileswaran) 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 152 similarly situated organizations (Same NTEE sector (Q30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,450 is reasonable (approximately the 69th 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.