

Medical Teams Worldwide

Executive Director / CEO

EIN 911920394
 TN · NTEE Q330
 FY ending 2025-06-30
June 9, 2026

This analysis benchmarks the total compensation of **Alan D Kelley Md, Executive Director / CEO** (\$11,980) against **every comparable organization** that fit the selection criteria — **56** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Alan D Kelley Md — reported title "DIRECTOR/PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (Q330).

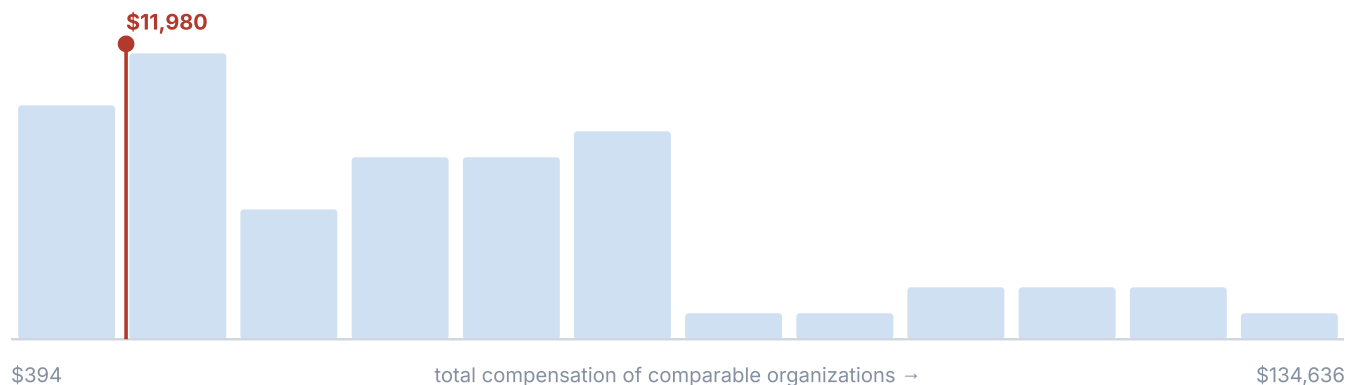
BUDGET Total revenue between \$87,273 and \$195,388 — 0.67x to 1.50x the subject's \$130,259 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Q33), nationwide + budget 0.67–1.5x revenue.

56 organizations qualified on sector, size, and geography

→ **56** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$394

total compensation of comparable organizations →

\$134,636

\$6,987

\$17,049

\$36,429

\$59,495

\$94,362

\$11,980



■ 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 TN 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
Yeshua Medical Ministries Inc	NC	\$129,809	President	\$12,000	\$11,796	2025
Overseas Tribal Services Inc Ots	CO	\$131,089	Employee	\$39,328	\$36,826	2024
Wholehearted Home Inc	FL	\$126,449	President	\$38,750	\$36,598	2023
Burkina Faso Outreach Inc	MO	\$126,166	President	\$65,001	\$67,230	2024
Shoulder To Shoulder Ministries Inc	FL	\$135,560	President	\$73,240	\$67,188	2024
Glodev Inc	FL	\$124,940	Ceo	\$2,658	\$2,438	2024
Compass Rose International	CO	\$124,890	Ceo & Board President	\$32,650	\$31,476	2023
The Tia Foundation Inc	AZ	\$136,226	President Ceo	\$71,433	\$67,086	2024
Pace Universal	CA	\$136,954	Founder	\$57,450	\$49,874	2023
Mountaintop International	DC	\$138,462	Ceo	\$40,999	\$36,171	2023
Economic Development And Empowerment Through Mentoring	MA	\$139,080	Excecutive Director	\$11,450	\$10,048	2024
Open Arms Foundation Inc	WV	\$139,946	Board Chair	\$50,350	\$53,236	2024
Guatemala Healing Hands Foundation Inc	NY	\$142,751	President	\$20,351	\$17,495	2025
Texas Water Mission Inc	TX	\$116,927	Executive Director	\$30,000	\$29,305	2024
Focus Builders International	TX	\$143,877	President	\$27,000	\$25,694	2025
Codespa America	DC	\$144,538	Executive Director	\$128,057	\$109,735	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Fs Home Owners Foundation Inc	CT	\$149,575	Secretarytreasurer	\$431	\$394	2024
Missions International Inc	GA	\$151,701	Executive Director & Trust	\$16,000	\$15,710	2024
Hearing Heart Missions	MN	\$152,015	President	\$12,579	\$12,138	2024
Puentes De Esperanza	IN	\$154,306	President	\$50,000	\$53,011	2023
Missoula Medical Aid	MT	\$154,927	Executive Director	\$9,300	\$9,789	2024
His Hands Mission International	AL	\$155,305	Executive Di	\$127,620	\$134,636	2024
Worldhope Corps Inc	CA	\$104,857	Exec Director	\$24,000	\$20,836	2023
Destined For Grace Children's Relief	CA	\$104,521	Ceo	\$119,710	\$98,341	2025
China Passage Inc	PA	\$156,771	President/director	\$79,200	\$77,127	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN cost of living and 2025 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 TN 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	56 organizations. Compensation range \$394–\$134,636; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$130,259); for reference, expenses \$61,704 and assets \$183,500. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Alan D Kelley Md, reported title " <i>DIRECTOR/PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 1 peer 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	21 st
Total compensation (D + F), as reported (no adjustments)	18 th
Reportable pay only (column D), adjusted	23 rd
All sources (D + E + F), adjusted	20 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 (Alan D Kelley Md) 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 56 similarly situated organizations (Same NTEE sector (Q33), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,980 is reasonable (approximately the 21st 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.