

# National Canine Cancer Foundation Inc

Executive Director / CEO

EIN 030581083

AZ · NTEE H30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Sara Nice, Executive Director / CEO** (\$40,728) against **every comparable organization** that fit the selection criteria — **121** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **30<sup>th</sup>** percentile of comparable organizations within the typical range

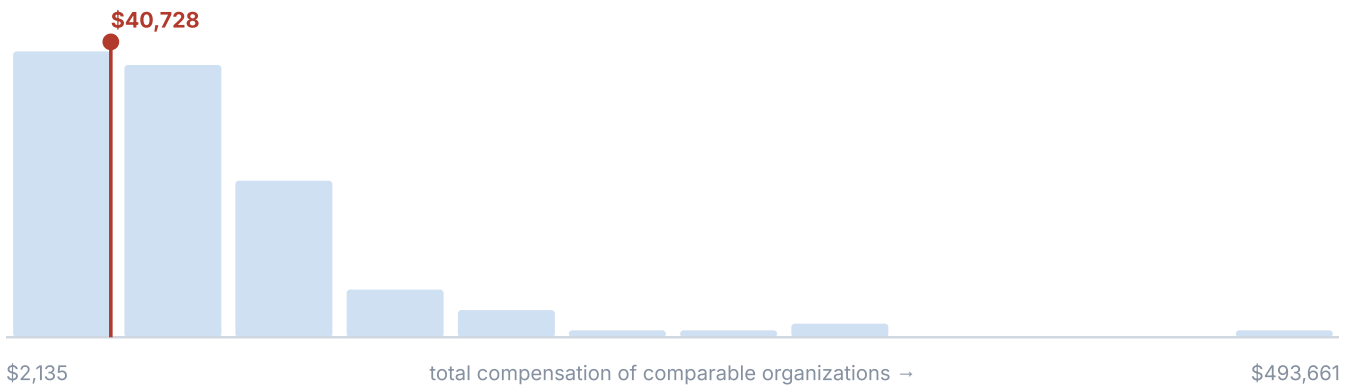
**Benchmarked executive:** Sara Nice — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H30).
BUDGET	Total revenue between \$194,125 and \$434,608 — 0.67x to 1.50x the subject's \$289,739 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

**121** organizations qualified on sector, size, and geography → **121** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$23,039	\$37,638	\$57,470	\$95,610	\$137,214	\$40,728
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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 AZ 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="#">National Bone Marrow Transplant Link</a>	MI	\$290,191	Executive Director	\$84,103	<b>\$87,937</b>	2025
<a href="#">Foundation For Cardiovascular Medicine And Research</a>	CA	\$289,213	Ceo/president	\$34,150	<b>\$30,662</b>	2024
<a href="#">Albie Aware Inc</a>	CA	\$288,875	Executive Director	\$111,546	<b>\$103,112</b>	2023
<a href="#">Caroline Symmes Inc</a>	IN	\$290,676	President	\$8,333	<b>\$9,137</b>	2024
<a href="#">Conquering Congenital Heart Disease</a>	WI	\$291,957	Former Executive Director	\$38,461	<b>\$43,000</b>	2023
<a href="#">International Biomedical Research</a>	DC	\$292,601	President	\$140,000	<b>\$127,744</b>	2024
<a href="#">The Ros1ders Inc</a>	CA	\$286,612	Executive Dir.	\$9,361	<b>\$8,653</b>	2023
<a href="#">Carol M Baldwin Breast Cancer Research</a>	NY	\$286,034	Executive Director	\$103,504	<b>\$100,124</b>	2023
<a href="#">National Autism Association Inc</a>	RI	\$285,344	President	\$65,000	<b>\$66,722</b>	2023
<a href="#">The Norma Livingston Ovarian Cancer</a>	AL	\$284,799	Executive Director	\$79,417	<b>\$91,847</b>	2023
<a href="#">Asxl Rare Research Endowment Foundation</a>	ME	\$283,786	Executive Director	\$105,900	<b>\$113,519</b>	2023
<a href="#">The Andrew Levitt Center For</a>	CA	\$297,232	Grant Mgr/ex Di	\$100,146	<b>\$89,918</b>	2024
<a href="#">Animal Cancer Foundation</a>	NY	\$301,771	Executive Director	\$74,000	<b>\$69,530</b>	2024
<a href="#">National Task Group On Intellectual</a>	ME	\$302,342	Director Of Operations	\$56,028	<b>\$60,059</b>	2023
<a href="#">Sugar Ray Leonard Foundation</a>	CA	\$302,891	Executive Director	\$96,000	<b>\$86,195</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Medical Staff Of Regional Medical Center</a>	CA	\$275,354	President	\$120,000	<b>\$110,926</b>	2023
<a href="#">Aspen Rhoads Research Foundation Inc</a>	MD	\$275,117	Chief Executive Officer	\$23,700	<b>\$23,039</b>	2024
<a href="#">Neuro-optometric Rehabilitation Asc Inc</a>	TX	\$273,821	Executive Director	\$62,883	<b>\$65,406</b>	2024
<a href="#">Sickle Cell Foundation Of Arizona Inc</a>	AZ	\$272,255	President	\$50,000	<b>\$51,477</b>	2023
<a href="#">The Pubpeer Foundation</a>	CA	\$308,324	President	\$42,000	<b>\$37,710</b>	2024
<a href="#">The Jed Ian Taxel Foundation For</a>	UT	\$309,100	President/ceo	\$40,000	<b>\$42,568</b>	2024
<a href="#">Larry Burkett Foundation Inc</a>	GA	\$309,567	Ceo	\$36,000	<b>\$37,638</b>	2024
<a href="#">The Hpv And Anal Cancer Foundation</a>	NY	\$309,639	Executive Director	\$61,165	<b>\$57,470</b>	2024
<a href="#">Childrens Airway First Foundation</a>	TX	\$267,498	Director And President	\$40,000	<b>\$42,833</b>	2023
<a href="#">International Alliance For Phytobiomes</a>	WI	\$265,426	Executive Director	\$60,602	<b>\$67,753</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **121** organizations. Compensation range \$2,135–\$493,661; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$289,739); for reference, expenses \$224,379 and assets \$286,429.
ROLE MATCH	Sara Nice, reported title " <i>Director</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	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	30 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	25 <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 (Sara Nice) 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 121 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,728 is reasonable (approximately the 30<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.