

Cancer Resource Center Of The Finger Lakes

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Kim Pugliese, Executive Director / CEO** (\$58,609) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **22nd** percentile of comparable organizations below the typical range for comparable organizations

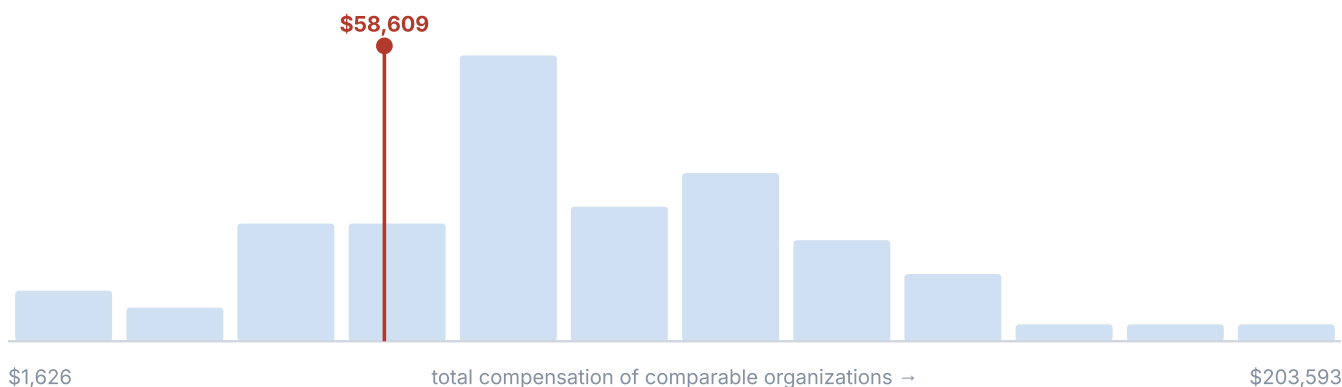
Benchmarked executive: Kim Pugliese — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G30).
BUDGET	Total revenue between \$307,800 and \$689,106 — 0.67x to 1.50x the subject's \$459,404 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G30), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography → **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$41,168	\$62,889	\$83,634	\$114,101	\$136,570	\$58,609
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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 NY 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 Anchor Cross Cancer Foundation	AL	\$464,644	Foundation Director	\$65,625	\$78,458	2024
Arkansas Prostate Cancer Foundation	AR	\$468,148	Executive Di	\$112,781	\$140,292	2024
The Breast Cancer Resource Center Of Santa Barbara	CA	\$449,691	Executive Director	\$104,380	\$99,745	2024
Southwest Kids Cancer Foundation Inc	AZ	\$448,189	Executive Director	\$37,231	\$39,625	2024
Cancer Association Of Darke County	OH	\$475,711	Executive Di	\$18,043	\$21,148	2024
Me Squared Cancer Foundation	TX	\$442,014	Executive Director - Start Date 7/16/2024	\$32,813	\$36,324	2024
Gastric Cancer Foundation	CA	\$484,124	Executive Director	\$136,294	\$134,089	2023
Pink Hands Of Hope	PA	\$433,918	Executive Di	\$50,738	\$57,648	2023
Ashland County Cancer	OH	\$433,810	Executive Di	\$63,499	\$76,627	2023
Tenaciously Teal Incorporated	OK	\$489,325	Executive Director	\$126,327	\$153,939	2024
Richmond County Cancer Care Treasure Shop	NC	\$428,648	President	\$106,483	\$125,356	2023
Michelles Love	OR	\$491,004	Founder	\$60,200	\$61,867	2024
Breast Cancer Awareness Inc	MD	\$492,944	Executive Director	\$89,644	\$95,487	2023
Montgomery Cancer Wellness Foundation	AL	\$493,396	Executive Director	\$82,116	\$98,174	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Legal Information Network For Cancer	VA	\$424,157	Executive Director	\$87,599	\$96,366	2023
Partners For Breast Cancer Careinc	FL	\$420,454	Executive Di	\$99,245	\$103,176	2024
Berrien County Cancer Services Inc	MI	\$412,437	Executive Director	\$88,407	\$103,965	2023
Brave Like Gabe Foundation	MN	\$507,320	Executive Director	\$103,075	\$116,042	2023
13thirty Cancer Connect Inc	NY	\$509,214	Executive Director	\$80,000	\$80,000	2024
Davids Dream And Believe Cancer Foundation Inc	NJ	\$511,296	Ceo	\$116,250	\$114,862	2024
Breast Friends	OR	\$406,185	Executive Director	\$45,927	\$47,199	2024
Neuroendocrine Cancer Awareness Network	NY	\$405,089	Exec Director	\$127,650	\$127,650	2024
Main Street Missions Inc	PA	\$514,297	President	\$100,336	\$110,730	2024
Cancer Resources For Elkhart County	IN	\$402,012	Executive Di	\$99,287	\$115,871	2024
Radiation Oncology Institute	VA	\$518,598	Exec. Dir., Secr. And Asst	\$69,157	\$76,079	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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 **67** organizations. Compensation range \$1,626–\$203,593; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$459,404); for reference, expenses \$531,394 and assets \$592,165.
ROLE MATCH	Kim Pugliese, reported title " <i>Executive Director</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	22 nd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	22 nd

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 (Kim Pugliese) 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 67 similarly situated organizations (Same NTEE sector (G30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$58,609 is reasonable (approximately the 22nd 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.