

# Neuroendocrine Cancer Foundation

Executive Director / CEO

EIN 200062062

CA · NTEE E86

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Kavya Velagapudi, Executive Director / CEO** (\$82,016) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **56<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Kavya Velagapudi — reported title “DIRECTOR, EXECUTIVE DIRECTOR, TREASURER”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (E86).

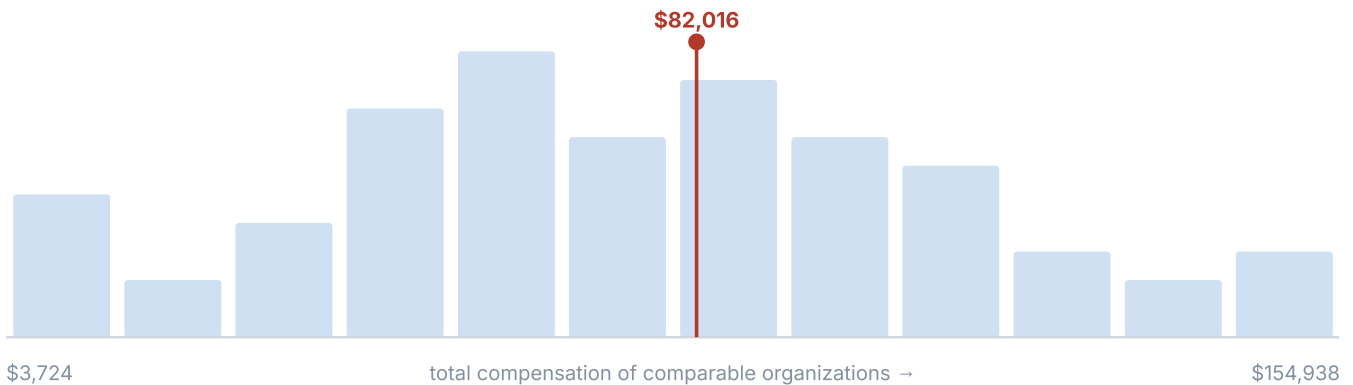
**BUDGET** Total revenue between \$280,705 and \$628,444 — 0.67x to 1.50x the subject's \$418,963 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

**66** organizations qualified on sector, size, and geography

→ **66** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$27,946	\$47,358	\$75,505	\$101,608	\$126,297	\$82,016
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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 CA 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="#">Children Of Bellevue Inc</a>	NY	\$419,084	Executive Director Until 10/2024	\$148,058	<b>\$154,938</b>	2024
<a href="#">Chelsea Hicks Foundation</a>	OR	\$415,127	Ceo	\$78,090	<b>\$83,982</b>	2024
<a href="#">The Holiday Heroes Foundation Inc</a>	IL	\$433,342	Executive Di	\$82,500	<b>\$93,928</b>	2024
<a href="#">Griffin's Guardians Inc</a>	NY	\$404,424	President	\$61,462	<b>\$64,318</b>	2024
<a href="#">Open Arts Alliance Inc</a>	CT	\$435,833	Executive Dir.	\$3,846	<b>\$4,069</b>	2025
<a href="#">Sobriety Foundation</a>	UT	\$436,521	Advocate	\$12,734	<b>\$15,093</b>	2024
<a href="#">Domus Pacis Family Respite Inc</a>	CO	\$399,822	Executive Director	\$92,000	<b>\$105,179</b>	2023
<a href="#">Common Ground Society</a>	CA	\$438,922	—	\$114,708	<b>\$111,751</b>	2025
<a href="#">Hanson House Foundation Inc</a>	CA	\$445,045	Executive Dir.	\$55,086	<b>\$56,713</b>	2023
<a href="#">Radiant Hope</a>	PA	\$391,173	Executive Director	\$59,500	<b>\$68,715</b>	2024
<a href="#">Kaitlyn's Cottage Inc</a>	OH	\$447,376	Trustee/ceo	\$14,012	<b>\$17,187</b>	2024
<a href="#">Veterans2veterans Group</a>	NH	\$389,519	President	\$3,383	<b>\$3,724</b>	2023
<a href="#">In The Pink Boutique Inc</a>	FL	\$455,848	Ceo & Direct	\$40,200	<b>\$43,734</b>	2024
<a href="#">Ronald Mcdonald House Trust Fund</a>	KY	\$457,279	Chief Executive Officer	\$31,964	<b>\$39,770</b>	2024
<a href="#">Claire's Place Foundation Inc</a>	CA	\$378,719	Ed And Board Secretary	\$86,500	<b>\$86,500</b>	2024
<a href="#">Verdecares Inc</a>	AZ	\$374,099	Executive Director	\$49,647	<b>\$56,927</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Aunt Susie's Cancer Wellness Center</a>	OH	\$464,586	President & Ceo (Began Aug 2024)	\$5,292	<b>\$6,491</b>	2024
<a href="#">Parents And Friends Of Children</a>	AR	\$465,334	Executive Director	\$114,680	<b>\$153,692</b>	2023
<a href="#">Patrick Place-a Comfort Care Home Inc</a>	NY	\$465,622	House Director	\$43,182	<b>\$45,189</b>	2024
<a href="#">Young Adult Survivors United</a>	PA	\$371,993	Executive Director	\$75,000	<b>\$86,615</b>	2024
<a href="#">Friends Of Patients At The Nih Inc</a>	MD	\$368,164	Chief Executive Officer	\$120,518	<b>\$134,338</b>	2023
<a href="#">Hunter Hospitality House Inc</a>	MI	\$365,651	Executive Director	\$53,531	<b>\$65,877</b>	2023
<a href="#">His Kids Inc</a>	IL	\$365,319	Secretary	\$12,000	<b>\$14,643</b>	2022
<a href="#">Parkinson's Body And Mind Inc</a>	CT	\$359,945	Executive Director	\$118,917	<b>\$129,123</b>	2024
<a href="#">Doula Program To Accompany And Comfort</a>	NY	\$358,318	Executive Dir.	\$120,000	<b>\$125,576</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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** 66 organizations. Compensation range \$3,724–\$154,938; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$418,963); for reference, expenses \$253,951 and assets \$772,357.

**ROLE MATCH** Kavya Velagapudi, reported title "*DIRECTOR, EXECUTIVE DIRECTOR, TREASURER*", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	56 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	58 <sup>th</sup>
All sources (D + E + F), adjusted	52 <sup>nd</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 (Kavya Velagapudi) 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 66 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,016 is reasonable (approximately the 56<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.