

# The Breast Cancer Survivors Network

Executive Director / CEO

EIN 208601074

GA · NTEE G30

FY ending 2025-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Janet Beebe, Executive Director / CEO** (\$1,500) 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 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Janet Beebe — reported title “President & CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (G30).

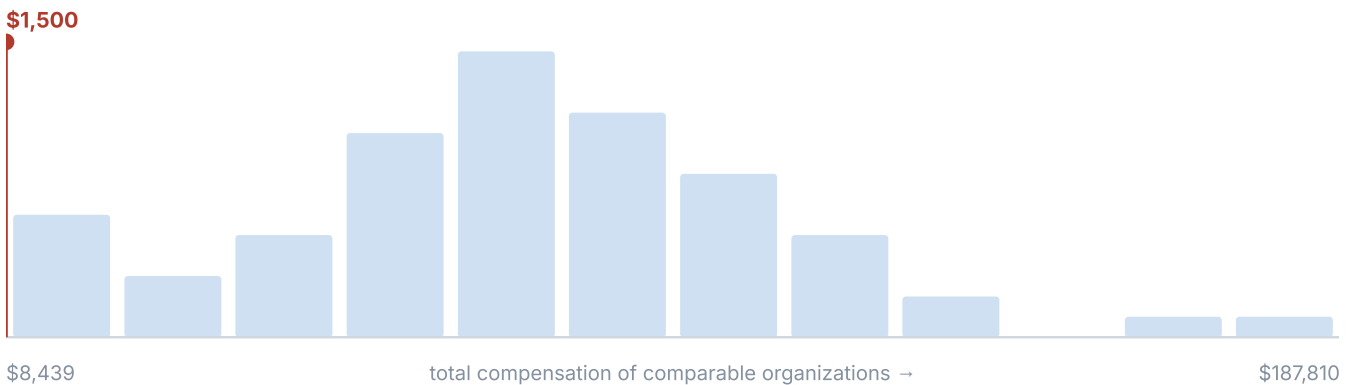
**BUDGET** Total revenue between \$249,149 and \$557,797 — 0.67x to 1.50x the subject's \$371,865 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (G30), 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



\$29,298

\$56,848

\$76,622

\$98,113

\$116,696

**\$1,500**



## ● 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 GA 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="#">Testicular Cancer Awareness</a>	CO	\$370,173	Founder & Ce	\$71,288	<b>\$69,782</b>	2024
<a href="#">Starlite Shores Family Camp</a>	MI	\$373,764	Executive Di	\$23,808	<b>\$25,087</b>	2024
<a href="#">Children's Neuroblastoma Cancer</a>	IL	\$375,569	President/treasurer	\$70,000	<b>\$70,254</b>	2024
<a href="#">Cancer Association Of Mercer County</a>	OH	\$366,243	Director	\$36,073	<b>\$40,156</b>	2023
<a href="#">Columbia Basin Cancer Foundation</a>	WA	\$364,731	Executive Director	\$72,000	<b>\$67,751</b>	2023
<a href="#">The Ferrari Kid</a>	TX	\$364,235	Ceo/executive Director	\$74,800	<b>\$76,384</b>	2024
<a href="#">Jessica June Children's Cancer</a>	FL	\$379,688	President/ce	\$93,467	<b>\$89,637</b>	2024
<a href="#">American Lung Cancer Screening</a>	NC	\$381,744	President	\$8,000	<b>\$8,439</b>	2024
<a href="#">Kids &amp; Art Foundation</a>	CA	\$385,033	Ceo	\$119,529	<b>\$105,367</b>	2024
<a href="#">Thriving Pink Inc</a>	CA	\$385,329	Executive Director	\$59,949	<b>\$52,846</b>	2024
<a href="#">Aurora Integrated Oncology Foundation</a>	TN	\$385,373	Chief Executive Officer	\$170,001	<b>\$187,810</b>	2023
<a href="#">Wisconsin Ovarian Cancer Alliance Inc</a>	WI	\$387,377	Executive Dir.	\$98,620	<b>\$105,143</b>	2024
<a href="#">The National Witness Project Inc</a>	NY	\$352,895	Executive Director	\$70,000	<b>\$66,480</b>	2023
<a href="#">Oral Cancer Foundation Hill</a>	NM	\$347,299	President	\$70,000	<b>\$76,859</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Michigan Institute Of Urology Men's</a>	MI	\$347,122	Executive Director	\$75,000	<b>\$81,361</b>	2023
<a href="#">National Alliance Of State Prostate</a>	CA	\$397,462	President	\$134,588	<b>\$118,641</b>	2024
<a href="#">Cancer Resources For Elkhart County</a>	IN	\$402,012	Executive Di	\$99,287	<b>\$106,888</b>	2024
<a href="#">Legacy Of Hope</a>	PA	\$340,430	President	\$62,500	<b>\$68,192</b>	2022
<a href="#">Cancer Patient Support Program</a>	VT	\$338,908	Exec Director	\$75,098	<b>\$77,165</b>	2024
<a href="#">Neuroendocrine Cancer Awareness Network</a>	NY	\$405,089	Exec Director	\$127,650	<b>\$117,754</b>	2024
<a href="#">Breast Friends</a>	OR	\$406,185	Executive Director	\$45,927	<b>\$43,540</b>	2024
<a href="#">Berrien County Cancer Services Inc</a>	MI	\$412,437	Executive Director	\$88,407	<b>\$95,905</b>	2023
<a href="#">Partners For Breast Cancer Careinc</a>	FL	\$420,454	Executive Di	\$99,245	<b>\$95,178</b>	2024
<a href="#">Vessel Of Honour Ministries Inc</a>	TN	\$323,115	Executive Director	\$50,802	<b>\$54,514</b>	2024
<a href="#">Legal Information Network For Cancer</a>	VA	\$424,157	Executive Director	\$87,599	<b>\$88,896</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 \$8,439–\$187,810; filing years 2022–2024.
SIZE BASIS	Matched on total revenue (\$371,865); for reference, expenses \$32,859 and assets \$377,572. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Janet Beebe, reported title " <i>President &amp; CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	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	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	3 <sup>rd</sup>
All sources (D + E + F), adjusted	0 <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 (Janet Beebe) 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 (G30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$1,500 is reasonable (approximately the 0<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.