

# The Myasthenia Gravis Association

Executive Director / CEO

EIN 237004401  
 PA · NTEE G56Z  
 FY ending 2023-06-30  
 June 9, 2026

This analysis benchmarks the total compensation of **Jim Joyce, Executive Director / CEO** (\$44,992) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61<sup>st</sup>** percentile of comparable organizations

within the typical range

**Benchmarked executive:** Jim Joyce — reported title "ED/ DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (G56Z).

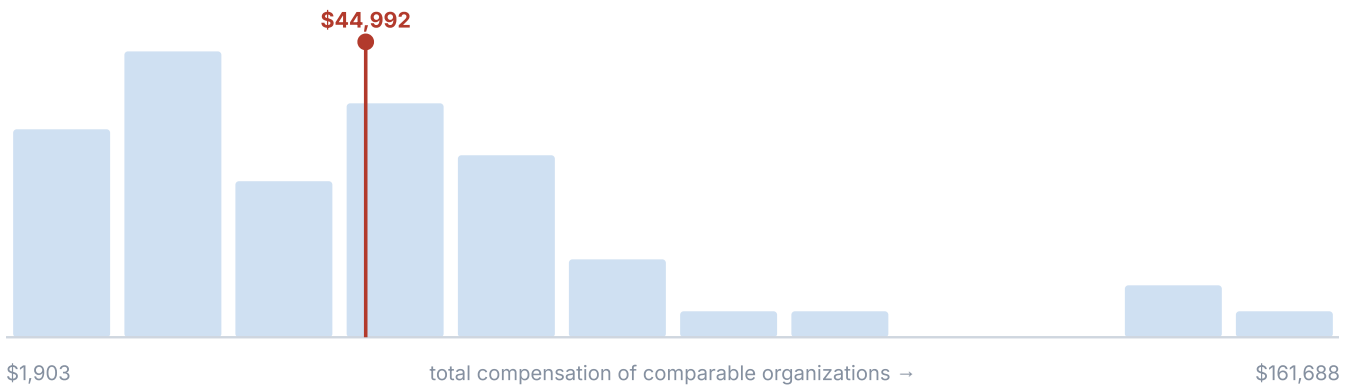
**BUDGET** Total revenue between \$53,051 and \$118,771 — 0.67x to 1.50x the subject's \$79,181 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

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

→ **49** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,608	\$19,083	\$36,047	\$59,158	\$79,912	<b>\$44,992</b>
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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 PA 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="#">Hope For Tomorrow Community</a>	HI	\$76,896	Cfo	\$16,739	<b>\$15,028</b>	2023
<a href="#">Songs &amp; Smiles</a>	TX	\$81,482	Executive Director	\$46,800	<b>\$44,423</b>	2025
<a href="#">Mercy Outreach Ministries Inc</a>	OH	\$81,579	Executive Director	\$16,318	<b>\$17,331</b>	2023
<a href="#">Central Coast Autism Spectrum</a>	CA	\$82,229	Executive Director	\$24,200	<b>\$20,354</b>	2024
<a href="#">Global Cancer Institute Inc</a>	NJ	\$75,946	Executive Director	\$151,891	<b>\$135,991</b>	2023
<a href="#">Heart Disease Research Institute</a>	AZ	\$82,826	President	\$26,175	<b>\$24,519</b>	2024
<a href="#">Bakes For Breast Cancer Inc</a>	MA	\$85,248	President	\$6,000	<b>\$5,252</b>	2024
<a href="#">Cirs Project</a>	CO	\$73,000	President	\$10,000	<b>\$9,339</b>	2024
<a href="#">Spina Bifida Association Of Arizona</a>	AZ	\$86,223	Executive Director	\$47,846	<b>\$44,818</b>	2024
<a href="#">Friends Of Trtf</a>	TX	\$72,116	Chairman And Ceo	\$19,586	<b>\$19,083</b>	2024
<a href="#">Vlr Foundation</a>	MN	\$71,744	Ceo Vision L	\$11,352	<b>\$10,925</b>	2024
<a href="#">St Louis Society For The Blind</a>	MO	\$71,200	President An	\$156,732	<b>\$161,688</b>	2024
<a href="#">Survive A Stroke Foundation</a>	WA	\$70,472	Director	\$6,580	<b>\$5,738</b>	2024
<a href="#">Melanoma Education Foundation Inc</a>	MA	\$88,728	President	\$14,000	<b>\$12,253</b>	2024
<a href="#">Trisomy 18 Support Inc</a>	MI	\$90,139	Executive Director	\$50,160	<b>\$49,128</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Connecticut Coalition For Organ And</a>	CT	\$90,661	Executive Director	\$70,000	<b>\$63,927</b>	2024
<a href="#">Cleveland-rutherford Kidney Association</a>	NC	\$91,389	Controller	\$59,500	<b>\$59,881</b>	2024
<a href="#">Austens Autistic Adventures</a>	TX	\$91,730	Director	\$18,725	<b>\$18,244</b>	2024
<a href="#">Alcanzando Inc</a>	FL	\$95,659	Chief Exec O	\$45,750	<b>\$41,861</b>	2024
<a href="#">Kidneys Quest Foundation Inc</a>	CA	\$61,198	President	\$20,488	<b>\$17,740</b>	2023
<a href="#">Spina Bifida Association Of</a>	FL	\$97,737	Executive Di	\$37,921	<b>\$33,804</b>	2025
<a href="#">Institute For Basic And</a>	MN	\$60,120	Executive Director	\$90,000	<b>\$89,177</b>	2023
<a href="#">Mattie J T Stepanek Foundation Inc</a>	MD	\$98,461	President	\$26,000	<b>\$24,375</b>	2023
<a href="#">Autism-aspergers Support Inc</a>	IN	\$58,180	Secretary/tr	\$17,266	<b>\$17,735</b>	2024
<a href="#">Vista Del Sol</a>	CA	\$58,076	Executive Director	\$26,967	<b>\$23,351</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 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 PA 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** 49 organizations. Compensation range \$1,903–\$161,688; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$79,181); for reference, expenses \$76,603 and assets \$221,749.

**ROLE MATCH** Jim Joyce, reported title *"ED/ DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	61 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	57 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	47 <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 (Jim Joyce) 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 49 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$44,992 is reasonable (approximately the 61<sup>st</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.