

# The Foundation For Ucp Of Greater

Executive Director / CEO

EIN 263279530

CA · NTEE G50

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Doug Bergman, Executive Director / CEO** (\$123,170) against **every comparable organization** that fit the selection criteria — **378** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **80<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Doug Bergman — 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 (G50).
BUDGET	Total revenue between \$307,213 and \$687,792 — 0.67x to 1.50x the subject's \$458,528 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**378** organizations qualified on sector, size, and geography → **378** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$26,499	\$53,790	\$86,995	\$116,111	\$146,894	\$123,170
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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="#">Hypoparathyroidism Association Inc</a>	TX	\$458,001	Executive Director	\$98,019	<b>\$113,549</b>	2024
<a href="#">Cancer Support Community - California</a>	CA	\$459,287	Executive Director	\$100,452	<b>\$100,452</b>	2024
<a href="#">Cancer Resource Center Of The Finger Lakes</a>	NY	\$459,404	Executive Director	\$58,609	<b>\$61,332</b>	2024
<a href="#">American Academy Of Pediatrics</a>	CA	\$456,564	Executive Director	\$133,530	<b>\$137,474</b>	2023
<a href="#">Paralyzed Veterans Of America</a>	DC	\$462,882	Executive Director	\$41,124	<b>\$41,792</b>	2024
<a href="#">Neurology And Neuromuscular Care Center</a>	TX	\$453,769	President	\$12,000	<b>\$13,901</b>	2024
<a href="#">A Shared Vision Partners In Pediatric Blindness And Visual Imp</a>	CO	\$453,744	Executive Director	\$65,000	<b>\$74,312</b>	2023
<a href="#">Down Syndrome Association Of Middle Tennessee</a>	TN	\$453,645	Executive Director	\$89,259	<b>\$108,655</b>	2024
<a href="#">Club Parkinsons Inc</a>	KS	\$453,613	Executive Director	\$60,000	<b>\$75,067</b>	2024
<a href="#">Minnesota Colorectal Cancer Research</a>	MN	\$453,008	Executive Director	\$52,684	<b>\$62,067</b>	2023
<a href="#">The Anchor Cross Cancer Foundation</a>	AL	\$464,644	Foundation Director	\$65,625	<b>\$82,104</b>	2024
<a href="#">The Epilepsy Foundation Of Kentuckiana</a>	KY	\$465,180	Executive Director	\$120,390	<b>\$154,213</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">10000 Brains Neuro Ai Inc</a>	MA	\$465,837	Chief Executive Officer	\$102,577	<b>\$109,902</b>	2023
<a href="#">Coryell Autism Center</a>	CA	\$451,173	President	\$12,000	<b>\$12,354</b>	2023
<a href="#">Aspen Allergy Conference</a>	CO	\$465,951	Office Manager	\$45,000	<b>\$49,970</b>	2024
<a href="#">The Blosser Center For Dyslexia Resources</a>	OR	\$466,169	Former Executive Director	\$24,325	<b>\$26,160</b>	2024
<a href="#">Fishing For Md Foundation Inc</a>	FL	\$450,505	Executive Di	\$80,000	<b>\$89,605</b>	2023
<a href="#">Help 4 Hd International Inc</a>	CA	\$449,867	President	\$54,792	<b>\$56,410</b>	2023
<a href="#">The Breast Cancer Resource Center Of Santa Barbara</a>	CA	\$449,691	Executive Director	\$104,380	<b>\$104,380</b>	2024
<a href="#">Arkansas Prostate Cancer Foundation</a>	AR	\$468,148	Executive Di	\$112,781	<b>\$146,811</b>	2024
<a href="#">The Sickle Cell Association Of New Jersey</a>	NJ	\$448,862	Executive Director	\$55,154	<b>\$57,028</b>	2024
<a href="#">The Tailor Institute Incorporated</a>	MO	\$468,451	Director	\$52,000	<b>\$63,782</b>	2024
<a href="#">Cardiopulmonary Perfusion Associates Inc</a>	TX	\$468,595	Director	\$161,920	<b>\$193,115</b>	2023
<a href="#">Southwest Kids Cancer Foundation Inc</a>	AZ	\$448,189	Executive Director	\$37,231	<b>\$41,466</b>	2024
<a href="#">Evan's Victory Against Neuroblastoma Foundation Inc</a>	MD	\$468,923	President	\$68,912	<b>\$74,610</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	378 organizations. Compensation range \$217–\$859,940; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$458,528); for reference, expenses \$278,893 and assets \$5,173,894.
ROLE MATCH	Doug Bergman, reported title "PRESIDENT / CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	80 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	83 <sup>rd</sup>
All sources (D + E + F), adjusted	73 <sup>rd</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 (Doug Bergman) 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 378 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$123,170 is reasonable (approximately the 80<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.