

Gene Spotlight Inc

Executive Director / CEO

EIN 272978110

FL · NTEE T30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dennis A Brady Jr, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **43rd** percentile of comparable organizations within the typical range

Benchmarked executive: Dennis A Brady Jr — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$82,621 and \$184,974 — 0.67x to 1.50x the subject's \$123,316 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

91 organizations qualified on sector, size, and geography → **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,155	\$13,928	\$34,981	\$62,107	\$114,040	\$30,000
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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 FL 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
Foundation For Excellence	MI	\$123,351	Executive Dir.	\$38,520	\$41,232	2025
Masonic Health System Of	MA	\$123,712	President & Ceo	\$66,253	\$65,247	2023
Roivant Social Ventures Inc	NY	\$123,893	Director, President And Ceo	\$298,442	\$287,070	2024
Touchstone Foundation	PA	\$124,491	Executive Director	\$5,792	\$6,148	2024
Liberty Isd Education Foundation Inc	TX	\$124,742	Ex-foundation Coordinator	\$15,120	\$16,100	2024
John And Lillian Miles Lewis Foundation	GA	\$119,908	Interim Ceo (Last Day 5/21/23)	\$196,325	\$216,337	2023
Valeo Foundation	KS	\$119,722	Related Entity Ceo (Thru 8/24)	\$11,103	\$12,768	2024
The Arc Of Mercer County Foundation	PA	\$127,084	Ceo	\$13,218	\$14,445	2023
Capital Manor Foundation	OR	\$118,796	Dir. Of Finance	\$1,916	\$1,950	2023
Global Blood Fund	OK	\$127,949	Contract Executive Director	\$171,250	\$200,729	2024
Wetherington Foundation Inc	FL	\$128,033	Secretary	\$39,021	\$39,021	2024
Carrollton Police Officers Association Charities	TX	\$129,728	President	\$2,600	\$2,697	2025
Hebrew Free Loan Association Of Austin Inc	TX	\$129,816	Operations Manager	\$25,635	\$28,103	2023
The Jennifer Bush-lawson Foundation	VA	\$129,828	Executive Director	\$18,750	\$19,271	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cancer Fashionista Foundation Inc	NJ	\$130,536	President	\$85,450	\$83,612	2023
Simsbury Community Television Inc Eno Memorial Hall	CT	\$130,907	Station Manager	\$51,719	\$51,619	2024
Foundation For A Greater Greenwood	SC	\$130,943	Executive Di	\$52,885	\$60,464	2023
Civic Council Foundation	MO	\$131,500	President	\$40,765	\$47,318	2023
Neiu Core Foundation	PA	\$114,665	Preseident	\$118,904	\$129,949	2023
Pipe Fitters Association Local 597	IL	\$132,072	Executive Director	\$134,713	\$140,979	2024
Michael & Anita Siegal Family Foundation	OH	\$114,485	Trustee	\$54,292	\$63,020	2023
Webster Electric Foundation	MO	\$114,101	President	\$346	\$390	2024
Kessler Family Foundation	CA	\$133,280	Assistant Treasurer	\$50,736	\$46,636	2024
Legacy Properties Of The Community	IN	\$112,404	Director	\$7,357	\$8,259	2024
Suwannee Foundation For Excellence In Education Inc	FL	\$111,572	Secretary/executive Director	\$17,500	\$17,049	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	91 organizations. Compensation range \$390–\$287,070; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$123,316); for reference, expenses \$197,108 and assets \$15,011,328. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Dennis A Brady Jr, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	35 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	7 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	43 rd
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	67 th
All sources (D + E + F), adjusted	27 th

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 (Dennis A Brady Jr) 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 91 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 43rd 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.