

Team Tony Cancer Foundation Inc

Executive Director / CEO

EIN 273755241

FL · NTEE E86

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Kelly Deam, Executive Director / CEO** (\$55,846) against **every comparable organization** that fit the selection criteria — **69** 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

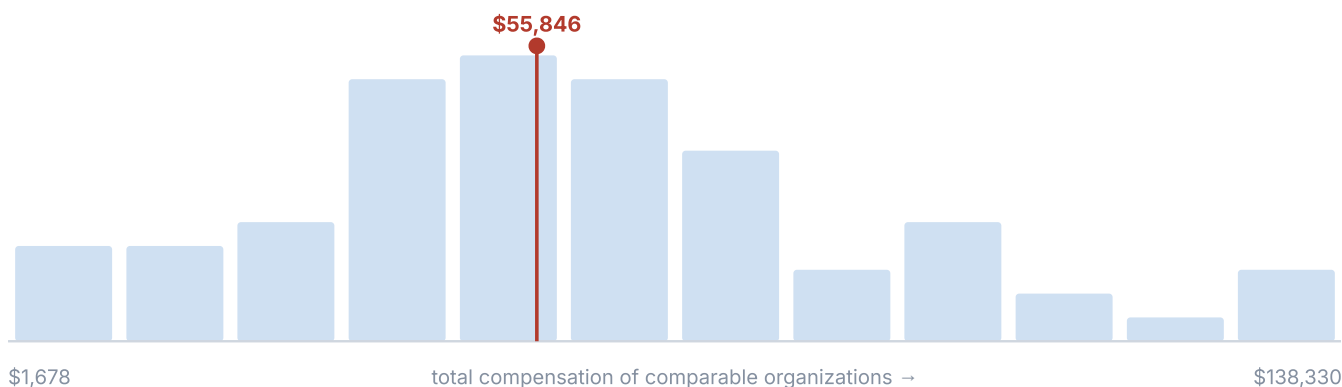
Benchmarked executive: Kelly Deam — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E86).
BUDGET	Total revenue between \$196,171 and \$439,191 — 0.67x to 1.50x the subject's \$292,794 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,983	\$39,824	\$57,424	\$76,243	\$100,651	\$55,846
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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
West Texas Gifts Of Hope Inc	TX	\$294,869	Executive Director	\$96,320	\$99,621	2024
Martha's Vineyard Foundation Inc	FL	\$289,248	President	\$34,579	\$33,587	2024
American Pregnancy Association	TX	\$296,882	Executive Director	\$36,000	\$37,233	2024
Abundant Life	AR	\$299,851	Executive Director	\$46,661	\$54,229	2024
Fisher House Of Grt Cleveland Inc	OH	\$300,450	Secretary And Executive Director	\$33,654	\$37,943	2023
Helping Horse Inc	NC	\$302,116	Executive Director	\$37,362	\$39,915	2024
Josh Provides Epilepsy Assistance	FL	\$302,293	Ceo	\$82,500	\$80,133	2024
Wellness Within Corporation	CA	\$302,747	Former Exec	\$81,917	\$73,137	2024
Guardians Of Tomorrow Inc	WI	\$281,706	Pres/treas	\$31,000	\$33,475	2024
Puulu Lapaau	HI	\$307,256	Executive Di	\$46,200	\$42,768	2024
East Texas Cancer Alliance Of Hope	TX	\$307,959	Founder/ceo	\$61,539	\$63,647	2024
Helen Hayes Hospital Foundation Inc	NY	\$277,074	Executive Director	\$60,671	\$56,685	2024
Therapeutic Riding Of Tri-cities	WA	\$276,533	Founder/executive Director	\$56,914	\$54,241	2023
You Can Be My Angel Foundation	IL	\$275,904	President/chairman	\$30,078	\$30,574	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Light Collective	WA	\$310,471	Executive Director	\$99,605	\$92,204	2024
South Texas Juvenile Diabetes	TX	\$267,888	Executive Dir.	\$24,961	\$26,579	2023
Matthew House Inc	NY	\$322,055	Executive Director	\$73,509	\$68,679	2024
With Courage	OR	\$262,558	Executive Dir.	\$66,500	\$62,206	2025
Canandaigua Comfort Care Home Inc	NY	\$326,213	Executive Director	\$72,000	\$67,269	2024
Live-evermore Inc	DC	\$257,816	Executive Director	\$60,000	\$54,439	2024
Rx Compassion Inc	NY	\$257,553	Executive Director	\$101,562	\$97,692	2023
305 Pink Pack Inc	FL	\$329,849	Executive Director	\$52,604	\$51,095	2024
Sweet Dreams Foundation	CA	\$252,708	Founder	\$50,000	\$44,641	2024
Coalition For Usher Syndrome Research	MA	\$250,204	Executive Director	\$72,497	\$69,348	2023
Courageous Kidz Inc	SC	\$249,512	Executive Director	\$33,212	\$36,882	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 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 69 organizations. Compensation range \$1,678–\$138,330; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$292,794); for reference, expenses \$258,018 and assets \$479,098.

ROLE MATCH Kelly Deam, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 2 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)	45 th
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	43 rd

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 (Kelly Deam) 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 10, 2026, comparing compensation against 69 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$55,846 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 10, 2026.