

This analysis benchmarks the total compensation of **Nesha Daubenspeck, Executive Director / CEO** (\$70,000) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

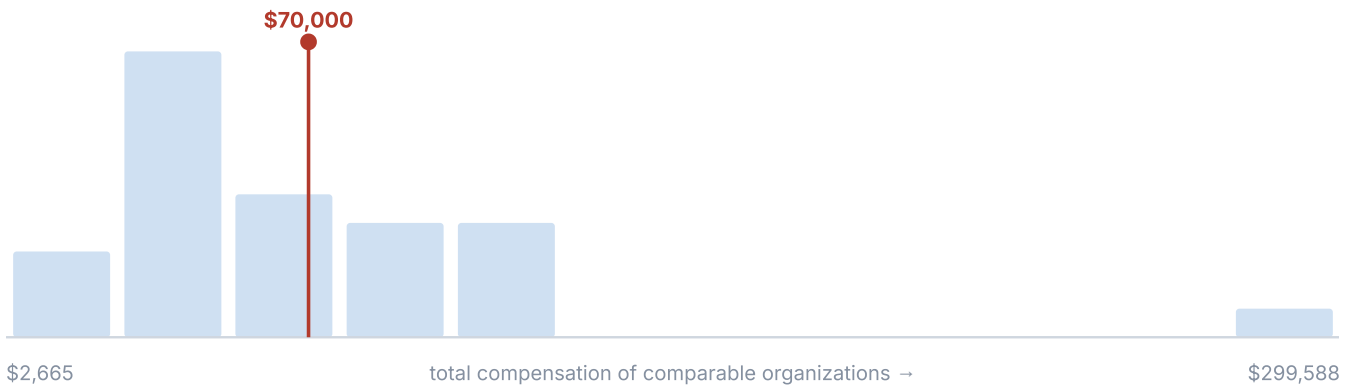
**Benchmarked executive:** Nesha Daubenspeck — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G12).
BUDGET	Total revenue between \$217,119 and \$486,088 — 0.67x to 1.50x the subject's \$324,059 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G12), nationwide + budget 0.67–1.5x revenue.

**27** organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$27,830	\$42,662	\$60,000	\$86,793	\$116,315	\$70,000
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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 NC 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="#">Kat's Ribbon Of Hope Inc</a>	NY	\$323,602	Operations A	\$3,047	<b>\$2,665</b>	2024
<a href="#">Outrun The Sun Inc</a>	IN	\$324,896	Executive Di	\$112,707	<b>\$115,030</b>	2024
<a href="#">Kicks For A Cure Inc</a>	NE	\$328,787	Executive Director	\$45,450	<b>\$47,310</b>	2024
<a href="#">Undiagnosed Diseases Network Foundation</a>	DC	\$328,998	Ceo	\$352,756	<b>\$299,588</b>	2024
<a href="#">Sawyers Wish</a>	OH	\$343,750	Director Of Development	\$81,571	<b>\$86,084</b>	2023
<a href="#">Parkinson Association Of Central Florida Inc</a>	FL	\$295,008	Executive Director	\$75,000	<b>\$68,188</b>	2024
<a href="#">Race Cancer Foundation Inc</a>	MA	\$293,645	President And Director	\$45,000	<b>\$40,292</b>	2023
<a href="#">Montana Youth Diabetes Alliance Inc</a>	MT	\$290,742	Executive Director	\$18,876	<b>\$19,692</b>	2024
<a href="#">The Isaac Foundation</a>	WA	\$285,953	Executive Dir.	\$48,479	<b>\$42,006</b>	2024
<a href="#">Gina Quesenberry Breast Cancer</a>	ID	\$275,475	Executive Dir.	\$75,000	<b>\$77,216</b>	2024
<a href="#">Teamsters Local 25 Autism Fund Inc</a>	MA	\$376,689	President	\$55,954	<b>\$48,662</b>	2024
<a href="#">Meat Fight Inc</a>	TX	\$378,798	Chief Executive Office	\$33,366	<b>\$33,256</b>	2023
<a href="#">All In For Miller Inc</a>	GA	\$265,432	Treasurer	\$36,000	<b>\$35,032</b>	2024
<a href="#">Hope Lives The Lydia Dody Breast</a>	CO	\$261,871	Executive Di	\$71,880	<b>\$66,705</b>	2024
<a href="#">Cure Rtd Foundation</a>	TX	\$388,162	Vp / Treasurer	\$15,000	<b>\$14,522</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Limb Preservation Foundation</a>	CO	\$393,251	Executive Di	\$123,760	<b>\$118,243</b>	2023
<a href="#">Niekro Aneurysm And Avm Foundation</a>	TX	\$252,971	Executive Director	\$90,385	<b>\$87,502</b>	2024
<a href="#">Northwest Indiana Cancer Kids Inc</a>	IN	\$247,112	Executive Director	\$47,000	<b>\$49,385</b>	2023
<a href="#">Ms Hope For A Cure Inc</a>	VT	\$402,109	President	\$125,000	<b>\$121,765</b>	2024
<a href="#">Teal Diva</a>	NC	\$233,564	Executive Dir.	\$60,000	<b>\$60,000</b>	2024
<a href="#">Iraq Star Inc</a>	CA	\$232,116	President/treasurer	\$108,000	<b>\$92,922</b>	2023
<a href="#">The Parkinson Council</a>	PA	\$420,894	Chief Executive Officer	\$118,511	<b>\$114,378</b>	2024
<a href="#">Wyoming Breast Cancer Initiative</a>	WY	\$432,506	Executive Di	\$71,205	<b>\$75,972</b>	2023
<a href="#">Ateam Ministries</a>	AL	\$442,994	President And Director	\$65,800	<b>\$68,798</b>	2024
<a href="#">Minnesota Colorectal Cancer Research</a>	MN	\$453,008	Executive Director	\$52,684	<b>\$51,870</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC 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 NC 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** 27 organizations. Compensation range \$2,665–\$299,588; filing years 2023–2024.

**SIZE BASIS** Matched on total revenue (\$324,059); for reference, expenses \$417,187 and assets \$478,538.

ROLE MATCH	Nesha Daubenspeck, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	56 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	59 <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 (Nesha Daubenspeck) 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 27 similarly situated organizations (Same NTEE sector (G12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,000 is reasonable (approximately the 63<sup>rd</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.