

# The Anita Kaufmann Foundation

Executive Director / CEO

EIN 300233976

NJ · NTEE G54

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Debra Josephs, Executive Director / CEO** (\$110,000) against **every comparable organization** that fit the selection criteria — **362** 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:** Debra Josephs — reported title “EXECUTIVE DIR.”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

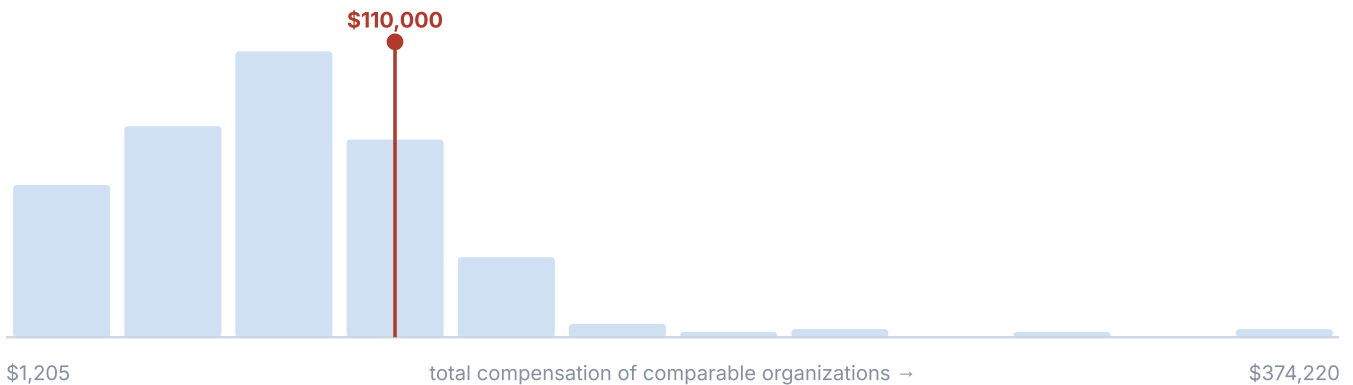
**SECTOR** Organizations sharing the subject's NTEE classification (G54).

**BUDGET** Total revenue between \$250,224 and \$560,205 — 0.67x to 1.50x the subject's \$373,470 (the band tightens as size grows).

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

**362** organizations qualified on sector, size, and geography → **362** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$21,463	\$44,814	\$77,038	\$101,476	\$130,404	\$110,000
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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 NJ 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="#">Ucp Healthy West Orange Inc</a>	FL	\$373,390	Ceo/president	\$14,158	<b>\$14,513</b>	2025
<a href="#">Cerebral Palsy Of Oklahoma Inc</a>	OK	\$373,621	President/ceo	\$50,116	<b>\$61,808</b>	2024
<a href="#">Starlite Shores Family Camp</a>	MI	\$373,764	Executive Di	\$23,808	<b>\$27,523</b>	2024
<a href="#">Epilepsy Services Of West Central</a>	FL	\$374,703	Chief Outcome Officer	\$47,694	<b>\$51,665</b>	2023
<a href="#">Bay Aging Foundation</a>	VA	\$374,906	President/ceo	\$17,050	<b>\$18,438</b>	2024
<a href="#">The Breast Cancer Survivors Network</a>	GA	\$371,865	President & Ceo	\$1,500	<b>\$1,645</b>	2025
<a href="#">Children's Neuroblastoma Cancer</a>	IL	\$375,569	President/treasurer	\$70,000	<b>\$77,078</b>	2024
<a href="#">Easter Seals North Texas</a>	TX	\$375,860	President & Ceo Of Fedcap	\$151,561	<b>\$169,804</b>	2024
<a href="#">Aamp Amt Learning Center Inc</a>	IL	\$370,551	President	\$32,009	<b>\$36,286</b>	2023
<a href="#">Teamsters Local 25 Autism Fund Inc</a>	MA	\$376,689	President	\$55,954	<b>\$56,316</b>	2024
<a href="#">Testicular Cancer Awareness</a>	CO	\$370,173	Founder & Ce	\$71,288	<b>\$76,561</b>	2024
<a href="#">The Lazarus House A Center For Wellness</a>	TX	\$368,650	Executive Director	\$45,784	<b>\$51,295</b>	2024
<a href="#">Sally J Pimentel Deaf And Hard Of Hearing Center</a>	FL	\$368,545	Executive Director	\$62,163	<b>\$65,406</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Meat Fight Inc</a>	TX	\$378,798	Chief Executive Office	\$33,366	<b>\$38,487</b>	2023
<a href="#">Ohio Council For Cognitive Health</a>	OH	\$379,062	Director	\$205,947	<b>\$244,310</b>	2024
<a href="#">Lowcountry Autism Foundation Inc</a>	SC	\$379,386	Executive Director	\$70,387	<b>\$84,673</b>	2023
<a href="#">Beer Yitzhak Foundation Inc</a>	NJ	\$367,547	Trustee	\$75,077	<b>\$75,077</b>	2024
<a href="#">Childrens Aid Foundation</a>	AL	\$367,325	Ceo	\$20,800	<b>\$25,168</b>	2024
<a href="#">Jessica June Children's Cancer</a>	FL	\$379,688	President/ce	\$93,467	<b>\$98,344</b>	2024
<a href="#">North Carolina Society Of</a>	NC	\$379,977	Executive Dir.	\$23,205	<b>\$26,855</b>	2024
<a href="#">American College Of Prosthodontists</a>	IL	\$366,949	Executive Director	\$22,427	<b>\$24,695</b>	2024
<a href="#">Bleeding Disorders Council Of California</a>	CA	\$366,609	Executive Dir.	\$93,450	<b>\$90,379</b>	2024
<a href="#">Cancer Association Of Mercer County</a>	OH	\$366,243	Director	\$36,073	<b>\$44,056</b>	2023
<a href="#">Afe Foundation</a>	CA	\$380,821	Executive Dir.	\$91,192	<b>\$88,195</b>	2024
<a href="#">Aspire Foundation</a>	NY	\$380,914	Executive Vice President	\$36,897	<b>\$37,343</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NJ 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 NJ 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	362 organizations. Compensation range \$1,205–\$374,220; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$373,470); for reference, expenses \$440,780 and assets \$290,956.
ROLE MATCH	Debra Josephs, reported title "EXECUTIVE DIR.", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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)	85 <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 (Debra Josephs) 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 362 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$110,000 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.