

Breast Cancer Aid & Research Institute

Executive Director / CEO

EIN 364617641

AZ · NTEE G123

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Marilyn Tiffany, Executive Director / CEO** (\$4,593) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Marilyn Tiffany — 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 (G123).

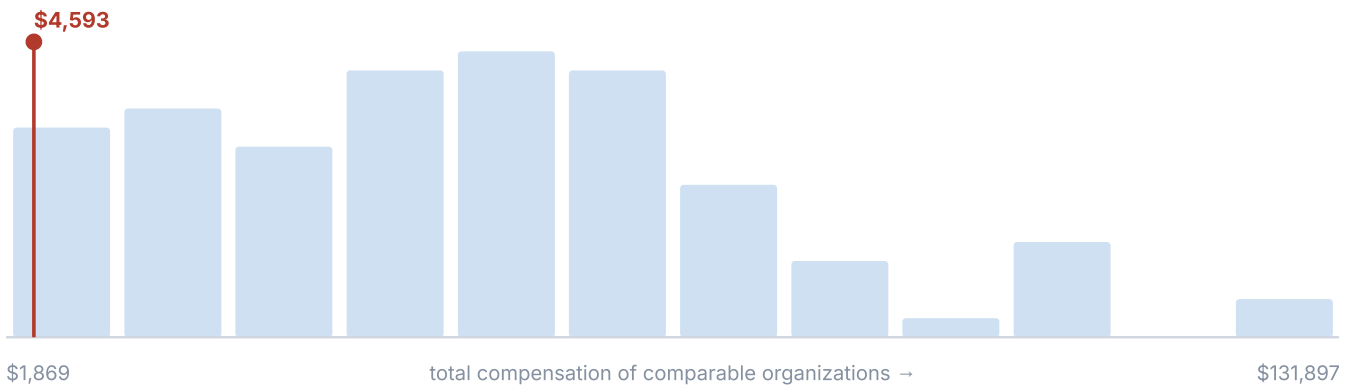
BUDGET Total revenue between \$84,202 and \$188,512 — 0.67x to 1.50x the subject's \$125,675 (the band tightens as size grows).

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

96 organizations qualified on sector, size, and geography

→ **96** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,567

\$25,552

\$45,659

\$63,469

\$80,592

\$4,593

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 3RD
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\$4,593



● 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 AZ 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
Be A Tiger Foundation	NJ	\$125,481	Director	\$12,000	\$11,469	2023
Starlight Therapeutic Riding Center Inc	TX	\$127,182	Executive Director	\$56,683	\$58,957	2024
Multiple Sclerosis Society Of Colorado	CO	\$128,133	President	\$42,000	\$43,113	2023
Oklahaven Childrens Chiropractic Ce	OK	\$128,347	President And Chiropractor	\$70,000	\$82,515	2023
Epilepsy Services Foundation Inc	FL	\$122,900	Executive Director	\$59,213	\$57,840	2024
Caring Ambassadors Program Inc	OR	\$128,601	Executive Director	\$74,923	\$74,484	2023
Ryan Mcelroy Childrens Cancer	NY	\$121,548	Executive Di	\$20,000	\$18,792	2024
Greater Detroit Agency For The Blind And	MI	\$121,510	Executive Director	\$103,000	\$107,695	2025
Team Up For Down Syndrome	KS	\$130,076	Secretary	\$4,491	\$5,194	2023
Fund A Mom Inc	NY	\$119,065	Executive Director	\$38,368	\$36,050	2024
The Lily Pad Foundation	MS	\$132,852	Executive Director	\$50,000	\$57,904	2024
Partners To The World Inc	GA	\$133,500	President	\$51,151	\$53,478	2024
Snis Foundation	VA	\$117,124	Executive Director Snis	\$22,155	\$22,243	2024
Louisiana Health Information	LA	\$116,893	Ceo	\$34,500	\$38,483	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Macular Degeneration Foundation Inc	NV	\$116,476	President Ceo	\$62,000	\$66,529	2023
Early Alzheimers Foundation Inc	NY	\$116,073	President	\$78,144	\$75,592	2023
Advocates For Alzheimer's Care Inc	GA	\$135,795	Executive Director	\$21,392	\$22,365	2024
Autism Opened Door Project	TN	\$115,307	Secretary	\$44,049	\$48,144	2024
Big Hearts To Little Hearts	NJ	\$136,094	President	\$21,883	\$20,316	2024
My Xxy	AZ	\$114,604	Ceo	\$32,000	\$32,000	2024
Resurrecting Lives Foundation	OH	\$137,305	Founder/executive Director	\$45,000	\$49,559	2024
Iowa Radio Reading Information Service	IA	\$114,004	Executive Director	\$55,470	\$63,153	2024
Field Neurosciences Institute	MO	\$113,997	Ex-officio/regional President & Ceo	\$55,181	\$62,566	2023
The Airway Revolution	NY	\$113,534	Executive Di	\$60,000	\$56,375	2024
Global Aging Institute	VA	\$113,500	President & Treasurer	\$103,000	\$103,409	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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 96 organizations. Compensation range \$1,869–\$131,897; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$125,675); for reference, expenses \$138,492 and assets \$34,268.
ROLE MATCH	Marilyn Tiffany, reported title "PRESIDENT", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	3 rd
Total compensation (D + F), as reported (no adjustments)	4 th
Reportable pay only (column D), adjusted	11 th
All sources (D + E + F), adjusted	3 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 (Marilyn Tiffany) 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 96 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,593 is reasonable (approximately the 3rd 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.