

# Berrien County Cancer Services Inc

Executive Director / CEO

EIN 381387101

MI · NTEE G30Z

FY ending 2023-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Nancy Church, Executive Director / CEO** (\$88,407) against **every comparable organization** that fit the selection criteria — **64** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **72<sup>nd</sup>** percentile of comparable organizations within the typical range

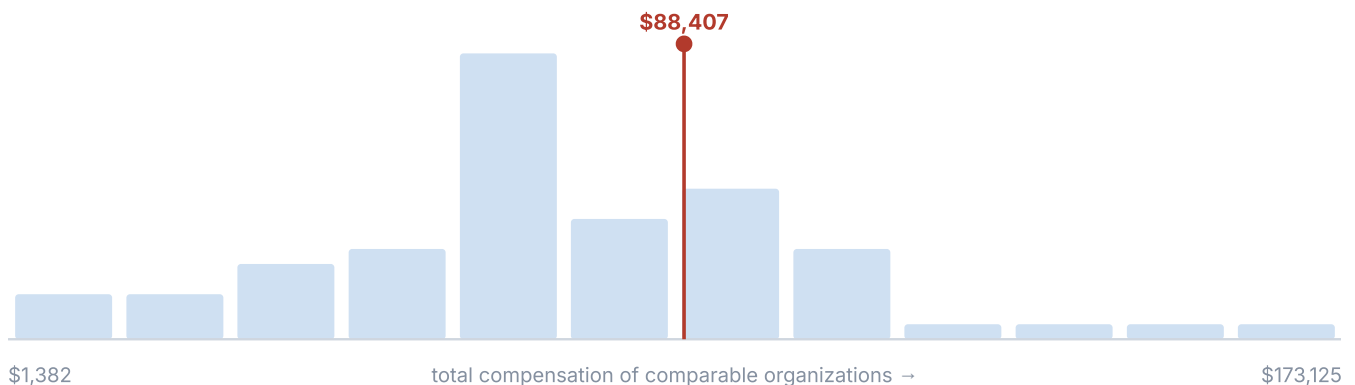
**Benchmarked executive:** Nancy Church — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G30Z).
BUDGET	Total revenue between \$276,332 and \$618,655 — 0.67x to 1.50x the subject's \$412,437 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G30), nationwide + budget 0.67–1.5x revenue.

**64** organizations qualified on sector, size, and geography → **64** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$31,730	\$53,912	\$70,631	\$94,671	\$109,120	\$88,407
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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 MI 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="#">Breast Friends</a>	OR	\$406,185	Executive Director	\$45,927	<b>\$40,135</b>	2024
<a href="#">Neuroendocrine Cancer Awareness Network</a>	NY	\$405,089	Exec Director	\$127,650	<b>\$108,547</b>	2024
<a href="#">Partners For Breast Cancer Careinc</a>	FL	\$420,454	Executive Di	\$99,245	<b>\$87,736</b>	2024
<a href="#">Cancer Resources For Elkhart County</a>	IN	\$402,012	Executive Di	\$99,287	<b>\$98,530</b>	2024
<a href="#">Legal Information Network For Cancer</a>	VA	\$424,157	Executive Director	\$87,599	<b>\$81,945</b>	2023
<a href="#">National Alliance Of State Prostate</a>	CA	\$397,462	President	\$134,588	<b>\$109,365</b>	2024
<a href="#">Richmond County Cancer Care Treasure Shop</a>	NC	\$428,648	President	\$106,483	<b>\$106,596</b>	2023
<a href="#">Ashland County Cancer</a>	OH	\$433,810	Executive Di	\$63,499	<b>\$65,159</b>	2023
<a href="#">Pink Hands Of Hope</a>	PA	\$433,918	Executive Di	\$50,738	<b>\$49,021</b>	2023
<a href="#">Wisconsin Ovarian Cancer Alliance Inc</a>	WI	\$387,377	Executive Dir.	\$98,620	<b>\$96,923</b>	2024
<a href="#">Aurora Integrated Oncology Foundation</a>	TN	\$385,373	Chief Executive Officer	\$170,001	<b>\$173,125</b>	2023
<a href="#">Thriving Pink Inc</a>	CA	\$385,329	Executive Director	\$59,949	<b>\$48,714</b>	2024
<a href="#">Kids &amp; Art Foundation</a>	CA	\$385,033	Ceo	\$119,529	<b>\$97,128</b>	2024
<a href="#">Me Squared Cancer Foundation</a>	TX	\$442,014	Executive Director - Start Date 7/16/2024	\$32,813	<b>\$30,888</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">American Lung Cancer Screening</a>	NC	\$381,744	President	\$8,000	<b>\$7,778</b>	2024
<a href="#">Jessica June Children's Cancer</a>	FL	\$379,688	President/ce	\$93,467	<b>\$82,628</b>	2024
<a href="#">Southwest Kids Cancer Foundation Inc</a>	AZ	\$448,189	Executive Director	\$37,231	<b>\$33,695</b>	2024
<a href="#">Children's Neuroblastoma Cancer</a>	IL	\$375,569	President/treasurer	\$70,000	<b>\$64,761</b>	2024
<a href="#">The Breast Cancer Resource Center Of Santa Barbara</a>	CA	\$449,691	Executive Director	\$104,380	<b>\$84,818</b>	2024
<a href="#">Starlite Shores Family Camp</a>	MI	\$373,764	Executive Di	\$23,808	<b>\$23,125</b>	2024
<a href="#">The Breast Cancer Survivors Network</a>	GA	\$371,865	President & Ceo	\$1,500	<b>\$1,382</b>	2025
<a href="#">Testicular Cancer Awareness</a>	CO	\$370,173	Founder & Ce	\$71,288	<b>\$64,326</b>	2024
<a href="#">Cancer Association Of Mercer County</a>	OH	\$366,243	Director	\$36,073	<b>\$37,016</b>	2023
<a href="#">Cancer Resource Center Of The Finger Lakes</a>	NY	\$459,404	Executive Director	\$58,609	<b>\$49,838</b>	2024
<a href="#">Columbia Basin Cancer Foundation</a>	WA	\$364,731	Executive Director	\$72,000	<b>\$62,453</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MI 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 MI 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](http://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	64 organizations. Compensation range \$1,382–\$173,125; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$412,437); for reference, expenses \$443,877 and assets \$2,383,959.
ROLE MATCH	Nancy Church, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers 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	72 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	56 <sup>th</sup>
All sources (D + E + F), adjusted	69 <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 (Nancy Church) 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 64 similarly situated organizations (Same NTEE sector (G30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$88,407 is reasonable (approximately the 72<sup>nd</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 10, 2026.