

The Isaac Foundation

Executive Director / CEO

EIN 392061069

WA · NTEE G12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Holly Goodman, Executive Director / CEO** (\$48,479) 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 **26th** percentile of comparable organizations within the typical range

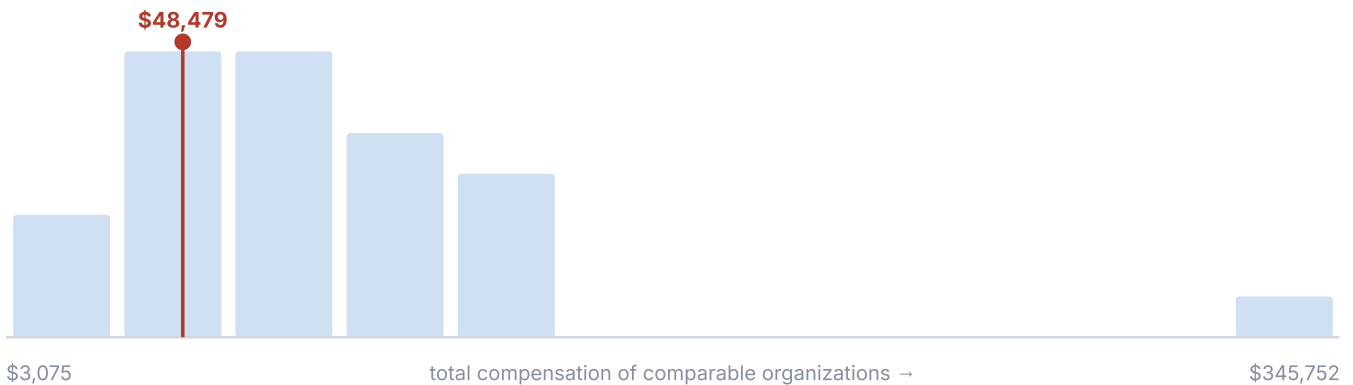
Benchmarked executive: Holly Goodman — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

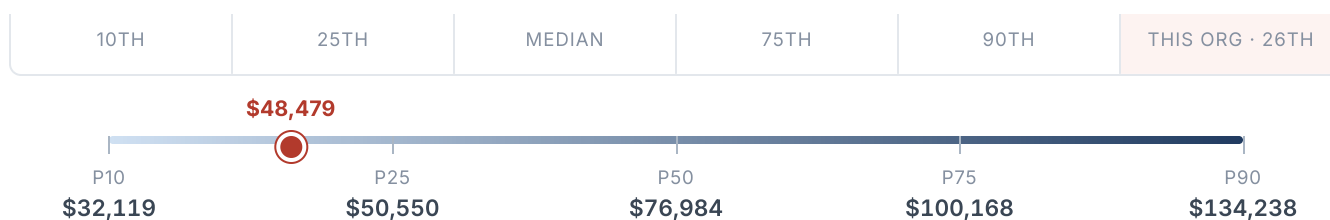
SECTOR	Organizations sharing the subject's NTEE classification (G12).
BUDGET	Total revenue between \$191,588 and \$428,929 — 0.67x to 1.50x the subject's \$285,953 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G12), nationwide + budget 0.67–1.5x revenue.

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

Distribution of comparable compensation



\$32,119	\$50,550	\$76,984	\$100,168	\$134,238	\$48,479
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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 WA 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
Montana Youth Diabetes Alliance Inc	MT	\$290,742	Executive Director	\$18,876	\$22,727	2024
Race Cancer Foundation Inc	MA	\$293,645	President And Director	\$45,000	\$46,500	2023
Parkinson Association Of Central Florida Inc	FL	\$295,008	Executive Director	\$75,000	\$78,696	2024
Gina Quesenberry Breast Cancer	ID	\$275,475	Executive Dir.	\$75,000	\$89,114	2024
All In For Miller Inc	GA	\$265,432	Treasurer	\$36,000	\$40,430	2024
Hope Lives The Lydia Dody Breast	CO	\$261,871	Executive Di	\$71,880	\$76,984	2024
Niekro Aneurysm And Avm Foundation	TX	\$252,971	Executive Director	\$90,385	\$100,986	2024
Kat's Ribbon Of Hope Inc	NY	\$323,602	Operations A	\$3,047	\$3,075	2024
1 Of Us	NC	\$324,059	Executive Di	\$70,000	\$80,786	2024
Northwest Indiana Cancer Kids Inc	IN	\$247,112	Executive Director	\$47,000	\$56,995	2023
Outrun The Sun Inc	IN	\$324,896	Executive Di	\$112,707	\$132,755	2024
Kicks For A Cure Inc	NE	\$328,787	Executive Director	\$45,450	\$54,600	2024
Undiagnosed Diseases Network Foundation	DC	\$328,998	Ceo	\$352,756	\$345,752	2024
Teal Diva	NC	\$233,564	Executive Dir.	\$60,000	\$69,245	2024
Iraq Star Inc	CA	\$232,116	President/treasurer	\$108,000	\$107,240	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sawyers Wish	OH	\$343,750	Director Of Development	\$81,571	\$99,349	2023
Ramsey Keller Memorial	MT	\$216,710	President	\$51,500	\$60,408	2025
South Dakota Parkinson Foundation	SD	\$214,691	Executive Director	\$35,948	\$45,622	2023
Bonnell Foundation Living With Cystic Fi	MI	\$205,376	President	\$52,547	\$62,369	2023
Ataxia Connection Inc	NE	\$197,420	Executive Director	\$78,718	\$94,566	2024
Teamsters Local 25 Autism Fund Inc	MA	\$376,689	President	\$55,954	\$56,161	2024
Ovations For The Cure Inc	MA	\$194,308	Executive Di	\$84,180	\$86,986	2023
Meat Fight Inc	TX	\$378,798	Chief Executive Office	\$33,366	\$38,381	2023
Cure Rtd Foundation	TX	\$388,162	Vp / Treasurer	\$15,000	\$16,759	2024
Limb Preservation Foundation	CO	\$393,251	Executive Di	\$123,760	\$136,463	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 27 organizations. Compensation range \$3,075–\$345,752; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$285,953); for reference, expenses \$303,413 and assets \$24,520.

ROLE MATCH	Holly Goodman, reported title " <i>Executive Dir.</i> ", 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	26 th
Total compensation (D + F), as reported (no adjustments)	33 rd
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	26 th

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 (Holly Goodman) 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 \$48,479 is reasonable (approximately the 26th 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.