

Global Blood Fund

Executive Director / CEO

EIN 392071848
 OK · NTEE T30
 FY ending 2024-03-31
 June 9, 2026

This analysis benchmarks the total compensation of **Gavin Evans, Executive Director / CEO** (\$171,250) against **every comparable organization** that fit the selection criteria — **98** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

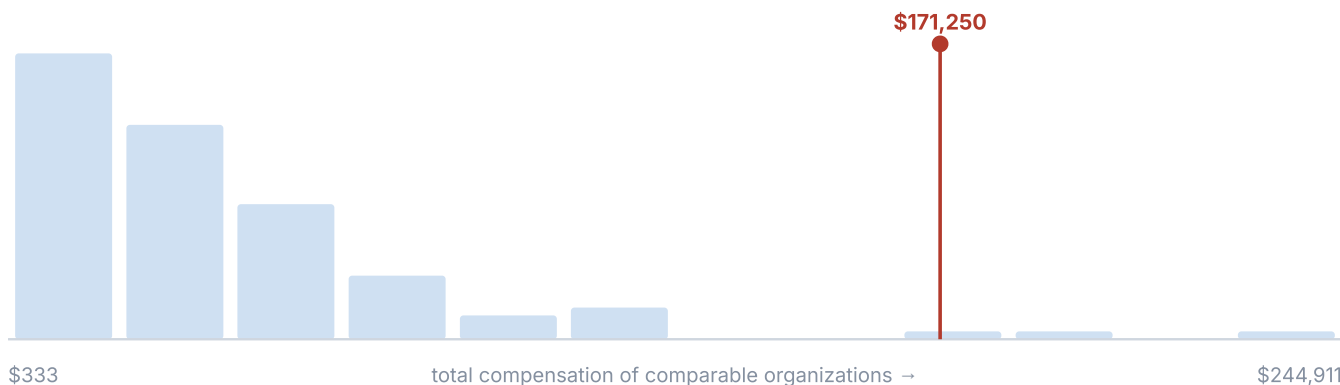
Benchmarked executive: Gavin Evans — reported title “Contract Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$85,725 and \$191,923 — 0.67x to 1.50x the subject's \$127,949 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

98 organizations qualified on sector, size, and geography → **98** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,575	\$11,425	\$29,723	\$52,146	\$84,377	\$171,250
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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 OK 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
Wetherington Foundation Inc	FL	\$128,033	Secretary	\$39,021	\$33,290	2024
The Arc Of Mercer County Foundation	PA	\$127,084	Ceo	\$13,218	\$12,324	2023
Carrollton Police Officers Association Charities	TX	\$129,728	President	\$2,600	\$2,301	2025
Hebrew Free Loan Association Of Austin Inc	TX	\$129,816	Operations Manager	\$25,635	\$23,975	2023
The Jennifer Bush-lawson Foundation	VA	\$129,828	Executive Director	\$18,750	\$16,441	2024
Cancer Fashionista Foundation Inc	NJ	\$130,536	President	\$85,450	\$71,332	2023
Simsbury Community Television Inc Eno Memorial Hall	CT	\$130,907	Station Manager	\$51,719	\$44,038	2024
Foundation For A Greater Greenwood	SC	\$130,943	Executive Di	\$52,885	\$51,584	2023
Liberty Isd Education Foundation Inc	TX	\$124,742	Ex-foundation Coordinator	\$15,120	\$13,736	2024
Touchstone Foundation	PA	\$124,491	Executive Director	\$5,792	\$5,245	2024
Civic Council Foundation	MO	\$131,500	President	\$40,765	\$40,369	2023
Roivant Social Ventures Inc	NY	\$123,893	Director, President And Ceo	\$298,442	\$244,911	2024
Pipe Fitters Association Local 597	IL	\$132,072	Executive Director	\$134,713	\$120,275	2024
Masonic Health System Of	MA	\$123,712	President & Ceo	\$66,253	\$55,665	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Excellence	MI	\$123,351	Executive Dir.	\$38,520	\$35,177	2025
Gene Spotlight Inc	FL	\$123,316	President	\$30,000	\$25,594	2024
Kessler Family Foundation	CA	\$133,280	Assistant Treasurer	\$50,736	\$39,787	2024
Williamsburg Area Chamber Of Commerce	VA	\$135,486	Ceo	\$12,486	\$11,272	2023
John And Lillian Miles Lewis Foundation	GA	\$119,908	Interim Ceo (Last Day 5/21/23)	\$196,325	\$184,566	2023
Valeo Foundation	KS	\$119,722	Related Entity Ceo (Thru 8/24)	\$11,103	\$10,893	2024
The Doris And Isaac Moinester Foundation	NY	\$136,925	Trustee	\$61,509	\$51,967	2023
Capital Manor Foundation	OR	\$118,796	Dir. Of Finance	\$1,916	\$1,664	2023
Steuben Arc Foundation Inc	NY	\$138,414	Executive Director & Vp	\$25,894	\$21,249	2024
Great Plains Life Foundation Inc	IL	\$138,434	Dir Development	\$49,495	\$44,190	2024
Leroy Community Foundation	MN	\$140,493	Gambling Manager	\$12,750	\$11,441	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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 98 organizations. Compensation range \$333–\$244,911; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$127,949); for reference, expenses \$263,584 and assets \$169,383. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Gavin Evans, reported title " <i>Contract Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	97 th
Total compensation (D + F), as reported (no adjustments)	97 th
Reportable pay only (column D), adjusted	99 th
All sources (D + E + F), adjusted	74 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 (Gavin Evans) 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 98 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$171,250 is reasonable (approximately the 97th 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.