

Ms 4 Ms

Executive Director / CEO

EIN 454199018
 MD · NTEE G125
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Sam Greenberg, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

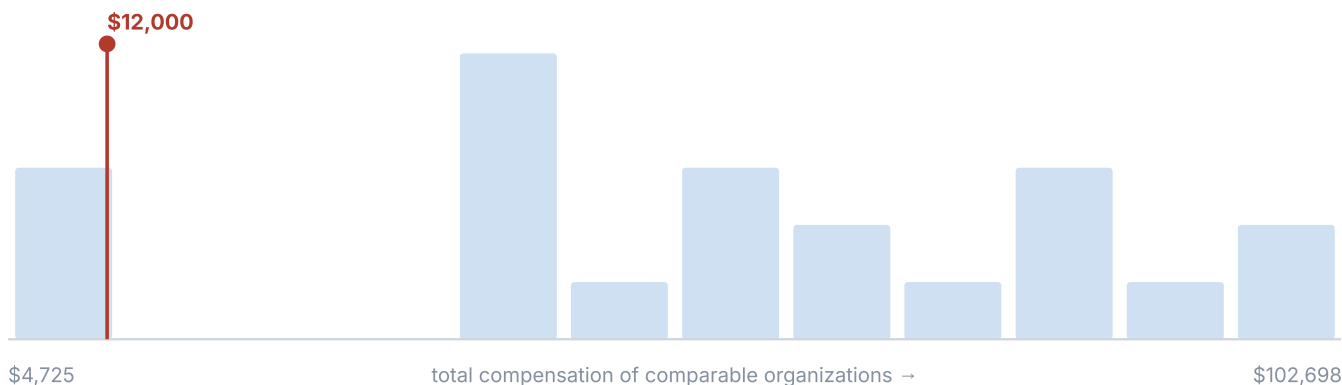
Benchmarked executive: Sam Greenberg — reported title “CEO/DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G125).
BUDGET	Total revenue between \$123,476 and \$276,441 — 0.67x to 1.50x the subject's \$184,294 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (G12), nationwide + budget 0.67–1.5x revenue.

21 organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,798	\$39,757	\$57,849	\$80,159	\$90,561	\$12,000
----------	----------	----------	----------	----------	----------



\$12,000

P10
\$11,798

25TH

P25
\$39,757

MEDIAN

P50
\$57,849

75TH

P75
\$80,159

90TH

THIS ORG · 14TH

P90
\$90,561

■ 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 MD 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
Armer Foundation For Kids	AZ	\$189,254	Founder	\$40,192	\$41,345	2024
East Tennessee Kidney Foundation Inc	TN	\$174,597	Executive Director	\$73,181	\$80,159	2025
Ovations For The Cure Inc	MA	\$194,308	Executive Di	\$84,180	\$83,302	2023
Ataxia Connection Inc	NE	\$197,420	Executive Director	\$78,718	\$90,561	2024
Carson's Crusaders Foundation	TX	\$167,437	Executive Di	\$60,600	\$64,840	2024
Bonnell Foundation Living With Cystic Fi	MI	\$205,376	President	\$52,547	\$59,727	2023
South Dakota Parkinson Foundation	SD	\$214,691	Executive Director	\$35,948	\$43,689	2023
Sean Loring Classic	OH	\$152,756	President	\$34,250	\$38,802	2024
Ramsey Keller Memorial	MT	\$216,710	President	\$51,500	\$57,849	2025
Affect Change Inc	TX	\$141,202	Executive Di	\$48,000	\$51,358	2024
Brave Men Inc	OH	\$139,108	Executive Director	\$36,022	\$39,757	2025
Iraq Star Inc	CA	\$232,116	President/treasurer	\$108,000	\$102,698	2023
Teal Diva	NC	\$233,564	Executive Dir.	\$60,000	\$66,312	2024
Team Up For Down Syndrome	KS	\$130,076	Secretary	\$4,491	\$5,343	2023
Breast Cancer Aid & Research Institute	AZ	\$125,675	President	\$4,593	\$4,725	2024
Be A Tiger Foundation	NJ	\$125,481	Director	\$12,000	\$11,798	2023
Northwest Indiana Cancer Kids Inc	IN	\$247,112	Executive Director	\$47,000	\$54,581	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Niekro Aneurysm And Avm Foundation	TX	\$252,971	Executive Director	\$90,385	\$96,708	2024
Hope Lives The Lydia Dody Breast	CO	\$261,871	Executive Di	\$71,880	\$73,723	2024
All In For Miller Inc	GA	\$265,432	Treasurer	\$36,000	\$38,718	2024
Gina Quesenberry Breast Cancer	ID	\$275,475	Executive Dir.	\$75,000	\$85,339	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	21 organizations. Compensation range \$4,725–\$102,698; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$184,294); for reference, expenses \$177,035 and assets \$20,553.
ROLE MATCH	Sam Greenberg, reported title " <i>CEO/DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	14 th
Total compensation (D + F), as reported (no adjustments)	10 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	14 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 (Sam Greenberg) 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 21 similarly situated organizations (Same NTEE sector (G12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 14th 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.