

Ear Community Inc

Executive Director / CEO

EIN 460923897

CO · NTEE G42

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Tumblin, Executive Director / CEO** (\$85,000) against **every comparable organization** that fit the selection criteria — **363** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

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

How comparable organizations were selected

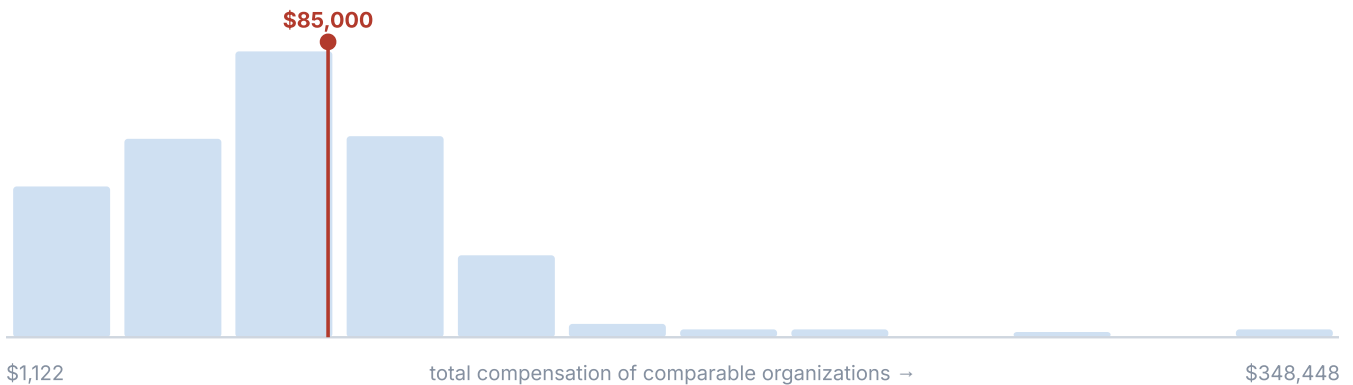
SECTOR Organizations sharing the subject's NTEE classification (G42).

BUDGET Total revenue between \$259,980 and \$582,045 — 0.67x to 1.50x the subject's \$388,030 (the band tightens as size grows).

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

363 organizations qualified on sector, size, and geography → **363** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$20,630	\$44,629	\$72,650	\$95,895	\$123,192	\$85,000
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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 CO 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
Cure Rtd Foundation	TX	\$388,162	Vp / Treasurer	\$15,000	\$15,648	2024
Wisconsin Ovarian Cancer Alliance Inc	WI	\$387,377	Executive Dir.	\$98,620	\$107,412	2024
Helene Foundation	NC	\$387,297	Officer	\$79,040	\$85,172	2024
Aurora Integrated Oncology Foundation	TN	\$385,373	Chief Executive Officer	\$170,001	\$191,862	2023
Thriving Pink Inc	CA	\$385,329	Executive Director	\$59,949	\$53,986	2024
Kids & Art Foundation	CA	\$385,033	Ceo	\$119,529	\$107,640	2024
Chronic Illness Recovery	TX	\$391,561	President	\$119,571	\$124,738	2024
Theater Breaking Through Barriers Corp	NY	\$383,614	Director/ceo	\$74,902	\$70,586	2024
California Chapter 1 American	CA	\$392,682	Executive Di	\$68,496	\$63,505	2023
Down Syndrome Association Of Central	OK	\$392,986	Executive Dir.	\$82,750	\$92,577	2025
Beginnings For Parents Of Children	SC	\$383,035	Executive Di	\$71,885	\$76,194	2025
Limb Preservation Foundation	CO	\$393,251	Executive Di	\$123,760	\$127,416	2023
Autism Society Of Greater Wisconsin Inc	WI	\$393,922	Executive Director	\$86,000	\$93,667	2024
American Lung Cancer Screening	NC	\$381,744	President	\$8,000	\$8,621	2024
Ohio Sickle Cell Health Association Inc	OH	\$394,432	Executive Director	\$84,213	\$90,622	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Aspire Foundation	NY	\$380,914	Executive Vice President	\$36,897	\$34,771	2024
Afe Foundation	CA	\$380,821	Executive Dir.	\$91,192	\$82,121	2024
Brain Injury Assn Of Ks & Greater Kc	KS	\$395,565	Executive Director	\$104,534	\$117,775	2024
North Carolina Society Of	NC	\$379,977	Executive Dir.	\$23,205	\$25,005	2024
Allo Hope Foundation	AL	\$396,174	Executive Di	\$77,220	\$87,001	2024
Jessica June Children's Cancer	FL	\$379,688	President/ce	\$93,467	\$91,571	2024
Lowcountry Autism Foundation Inc	SC	\$379,386	Executive Director	\$70,387	\$78,842	2023
Minnesota Deaf Muslim Community	MN	\$396,906	Executive Director	\$99,275	\$99,665	2025
Ohio Council For Cognitive Health	OH	\$379,062	Director	\$205,947	\$227,484	2024
Meat Fight Inc	TX	\$378,798	Chief Executive Office	\$33,366	\$35,836	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CO 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 CO 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 363 organizations. Compensation range \$1,122–\$348,448; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$388,030); for reference, expenses \$212,047 and assets \$727,965. **Revenue and expenses diverge this year — revenue may misrepresent**

operating size; weigh the expense-based view.

ROLE MATCH	Melissa Tumblin, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	63 rd
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	56 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 (Melissa Tumblin) 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 363 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$85,000 is reasonable (approximately the 63rd 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.