

Closing The Gap In Health Care Inc

Executive Director / CEO

EIN 522450102

SC · NTEE H02

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thaddeus J Bell, Executive Director / CEO** (\$50,699) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 51st percentile of comparable organizations

within the typical range

Benchmarked executive: Thaddeus J Bell — reported title "PRESIDENT & CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (H02).

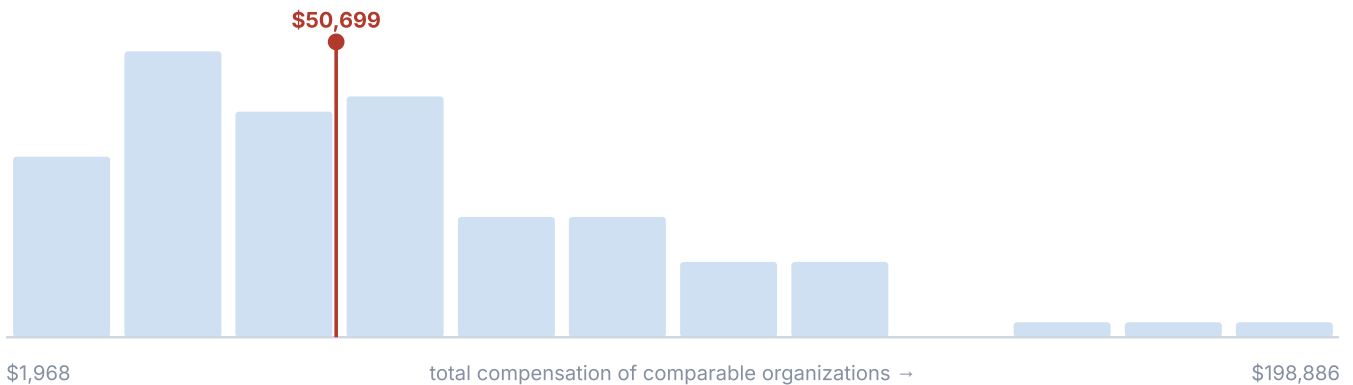
BUDGET Total revenue between \$130,702 and \$292,617 — 0.67x to 1.50x the subject's \$195,078 (the band tightens as size grows).

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

91 organizations qualified on sector, size, and geography

→ **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,800

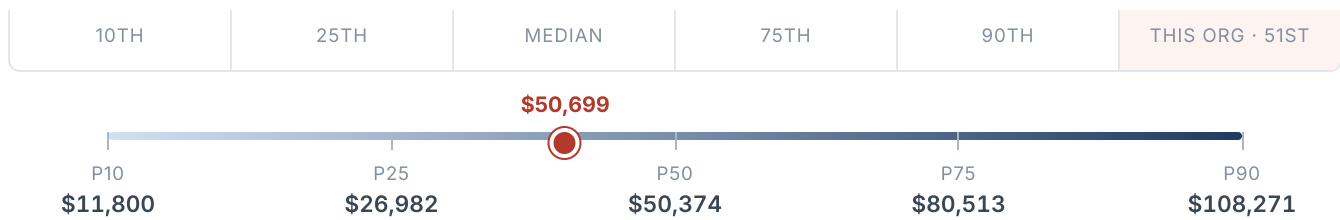
\$26,982

\$50,374

\$80,513

\$108,271

\$50,699



■ 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 SC 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
Wesco Foundation For Pulmonary Fibrosis	PA	\$196,214	Executive Director	\$45,000	\$44,286	2023
Carcinoid Cancer Foundation	NY	\$197,343	Ceo/chairman/treasurer	\$125,000	\$108,271	2024
Breast Cancer Fund Of Ohio	OH	\$192,679	Executive Di	\$22,002	\$22,338	2024
Hannah's Hope For Giant Axonal	NY	\$198,405	Executive Di	\$210,279	\$182,138	2024
The Wunderglo Foundation	CA	\$191,435	President/exec.	\$60,000	\$49,663	2024
Dirt Patch Science	TX	\$200,319	Director & C	\$130,000	\$128,332	2023
Sleep Education Consortium	TX	\$188,166	Director	\$5,000	\$4,794	2024
Karmanos Cancer Foundation	MI	\$186,501	Board Member/president Kcc	\$38,067	\$37,663	2024
Health Assessment Lab Inc	MA	\$205,215	Director & Ceo, Cso	\$146,850	\$126,492	2024
Humanology & Health Science Inc	CA	\$184,661	President	\$150,000	\$127,824	2023
Have A Ball Foundation Inc	CA	\$207,433	President	\$70,500	\$58,353	2024
Cancer Biology Training Consortium	NC	\$208,168	Asst Secretary-treasurer	\$26,391	\$28,013	2022
The Biomedical Research Institute Of	CA	\$208,249	President And Ceo	\$34,683	\$29,555	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Alliance For Community Research	IL	\$211,062	Co-chief Executive Officer	\$30,873	\$29,953	2023
Harlan E Moore Heart Research Foundation	IL	\$178,150	President/treasurer	\$81,250	\$78,829	2023
Faculty Student Association Of The State	NY	\$177,373	Chief Executive Officer	\$235,690	\$198,886	2025
The Dyslexia Foundation Inc	MA	\$213,235	Former President	\$58,636	\$54,131	2022
Brain Health Initiative Inc	NH	\$214,410	Executive Dir.	\$81,500	\$74,265	2023
Intl Soc For Cardiovascular Tran Res	AZ	\$214,457	Chairman	\$4,799	\$4,741	2022
Cardiac Surgery Clinical Research Center	IL	\$173,860	Researcher	\$136,000	\$128,162	2024
Ryan Hill Research Foundation	WA	\$217,477	Executive Dir.	\$10,800	\$9,542	2023
Balanced Budget Now	VA	\$172,594	President	\$54,300	\$50,256	2024
The Center For Neurosciences Foundation	AZ	\$171,746	Director Of Fundraising And Operations	\$63,025	\$58,100	2024
Hope 365	MI	\$171,372	Director	\$53,595	\$54,592	2023
Ellyn Satter Institute Inc	WI	\$169,831	Exec. Dir. &	\$60,306	\$60,371	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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	91 organizations. Compensation range \$1,968–\$198,886; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$195,078); for reference, expenses \$285,177 and assets \$60,629. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Thaddeus J Bell, reported title " <i>PRESIDENT & CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	6 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	51 st
Total compensation (D + F), as reported (no adjustments)	47 th
Reportable pay only (column D), adjusted	53 rd
All sources (D + E + F), adjusted	45 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 (Thaddeus J Bell) 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 91 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,699 is reasonable (approximately the 51st 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.