

Advocates For Alzheimer's Care Inc

Executive Director / CEO

EIN 582425240

GA · NTEE G83

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joy Harris, Executive Director / CEO** (\$21,392) against **every comparable organization** that fit the selection criteria — **121** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **25th** percentile of comparable organizations within the typical range

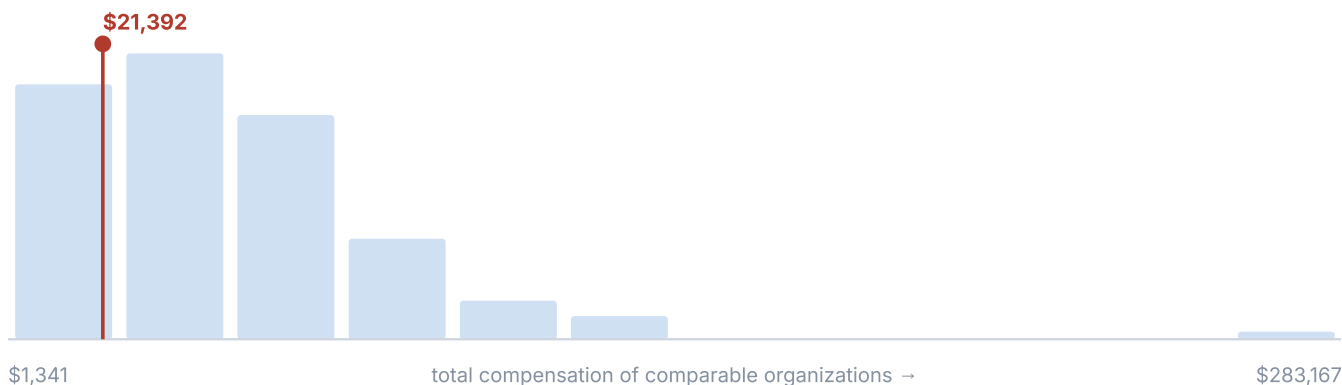
Benchmarked executive: Joy Harris — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G83).
BUDGET	Total revenue between \$90,982 and \$203,692 — 0.67x to 1.50x the subject's \$135,795 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

121 organizations qualified on sector, size, and geography → **121** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,970	\$21,489	\$42,744	\$63,030	\$80,032	\$21,392
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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 GA 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
Big Hearts To Little Hearts	NJ	\$136,094	President	\$21,883	\$19,431	2024
Resurrecting Lives Foundation	OH	\$137,305	Founder/executive Director	\$45,000	\$47,402	2024
Partners To The World Inc	GA	\$133,500	President	\$51,151	\$51,151	2024
Federation Of The Blind Of Sc	SC	\$138,297	Executive Director	\$23,940	\$26,622	2022
The Lily Pad Foundation	MS	\$132,852	Executive Director	\$50,000	\$55,384	2024
Connect Thru Cancer	PA	\$138,775	Executive Director	\$64,650	\$64,120	2024
Brave Men Inc	OH	\$139,108	Executive Director	\$36,022	\$36,966	2025
Affect Change Inc	TX	\$141,202	Executive Di	\$48,000	\$47,753	2024
Team Up For Down Syndrome	KS	\$130,076	Secretary	\$4,491	\$4,968	2023
Caring Ambassadors Program Inc	OR	\$128,601	Executive Director	\$74,923	\$71,242	2023
The Medical Staff Of The California	CA	\$143,209	President	\$30,000	\$26,525	2023
Oklahaven Childrens Chiropractic Ce	OK	\$128,347	President And Chiropractor	\$70,000	\$78,924	2023
Multiple Sclerosis Society Of Colorado	CO	\$128,133	President	\$42,000	\$41,237	2023
Autoimmune Encephalitis Alliance Inc	NC	\$143,916	Program Director	\$90,617	\$95,872	2023
Starlight Therapeutic Riding Center Inc	TX	\$127,182	Executive Director	\$56,683	\$56,391	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maximum Hope Foundation	CA	\$144,714	Key Employee	\$39,231	\$33,691	2024
Breast Cancer Aid & Research Institute	AZ	\$125,675	President	\$4,593	\$4,393	2024
Be A Tiger Foundation	NJ	\$125,481	Director	\$12,000	\$10,970	2023
Lupus Foundation Of New England Inc	MA	\$147,227	Presidentexec Director	\$89,550	\$80,032	2024
Epilepsy Services Foundation Inc	FL	\$122,900	Executive Director	\$59,213	\$55,323	2024
Northeast Louisiana Sickle Cell Anemia Foundation	LA	\$148,756	Executive Director	\$36,990	\$41,706	2023
Ryan Mcelroy Childrens Cancer	NY	\$121,548	Executive Di	\$20,000	\$17,974	2024
Greater Detroit Agency For The Blind And	MI	\$121,510	Executive Director	\$103,000	\$103,008	2025
Melanoma Know More	OH	\$151,878	Executive Director	\$88,557	\$93,284	2024
Fund A Mom Inc	NY	\$119,065	Executive Director	\$38,368	\$34,481	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 **121** organizations. Compensation range \$1,341–\$283,167; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$135,795); for reference, expenses \$157,636 and assets \$178,804.

ROLE MATCH	Joy Harris, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	25 th
Total compensation (D + F), as reported (no adjustments)	23 rd
Reportable pay only (column D), adjusted	30 th
All sources (D + E + F), adjusted	24 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 (Joy Harris) 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 121 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,392 is reasonable (approximately the 25th 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.