

# The Epilepsy Foundation Of Kentuckiana

Executive Director / CEO

EIN 611314540

KY · NTEE G54

FY ending 2023-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Debra Mcgrath Through 12-31-22, Executive Director / CEO** (\$120,390) against **every comparable organization** that fit the selection criteria — **377** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **92<sup>nd</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

**Benchmarked executive:** Debra Mcgrath Through 12-31-22 — 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 (G54).
BUDGET	Total revenue between \$311,670 and \$697,770 — 0.67x to 1.50x the subject's \$465,180 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**377** organizations qualified on sector, size, and geography → **377** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$20,650	\$43,852	\$68,337	\$90,460	\$112,496	<b>\$120,390</b>
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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 KY 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
<a href="#">The Anchor Cross Cancer Foundation</a>	AL	\$464,644	Foundation Director	\$65,625	<b>\$64,096</b>	2024
<a href="#">10000 Brains Neuro Ai Inc</a>	MA	\$465,837	Chief Executive Officer	\$102,577	<b>\$85,797</b>	2023
<a href="#">Aspen Allergy Conference</a>	CO	\$465,951	Office Manager	\$45,000	<b>\$39,010</b>	2024
<a href="#">The Blosser Center For Dyslexia Resources</a>	OR	\$466,169	Former Executive Director	\$24,325	<b>\$20,423</b>	2024
<a href="#">Paralyzed Veterans Of America</a>	DC	\$462,882	Executive Director	\$41,124	<b>\$32,626</b>	2024
<a href="#">Arkansas Prostate Cancer Foundation</a>	AR	\$468,148	Executive Di	\$112,781	<b>\$114,611</b>	2024
<a href="#">The Tailor Institute Incorporated</a>	MO	\$468,451	Director	\$52,000	<b>\$49,793</b>	2024
<a href="#">Cardiopulmonary Perfusion Associates Inc</a>	TX	\$468,595	Director	\$161,920	<b>\$150,759</b>	2023
<a href="#">Evan's Victory Against Neuroblastoma Foundation Inc</a>	MD	\$468,923	President	\$68,912	<b>\$58,246</b>	2024
<a href="#">Parents Defeating Autism Today</a>	TX	\$470,638	Ceo	\$25,748	<b>\$23,285</b>	2024
<a href="#">Cancer Resource Center Of The Finger Lakes</a>	NY	\$459,404	Executive Director	\$58,609	<b>\$47,881</b>	2024
<a href="#">Cancer Support Community - California</a>	CA	\$459,287	Executive Director	\$100,452	<b>\$78,420</b>	2024
<a href="#">The Foundation For Ucp Of Greater</a>	CA	\$458,528	President / Ceo	\$123,170	<b>\$96,155</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hypoparathyroidism Association Inc</a>	TX	\$458,001	Executive Director	\$98,019	<b>\$88,644</b>	2024
<a href="#">Telluride Aids Benefit Inc</a>	CO	\$472,865	Executive Director	\$79,050	<b>\$66,762</b>	2025
<a href="#">Prisms Inc</a>	VA	\$473,555	Executive Director	\$94,038	<b>\$82,088</b>	2024
<a href="#">American Academy Of Pediatrics</a>	CA	\$456,564	Executive Director	\$133,530	<b>\$107,322</b>	2023
<a href="#">Cancer Association Of Darke County</a>	OH	\$475,711	Executive Di	\$18,043	<b>\$17,277</b>	2024
<a href="#">Neurology And Neuromuscular Care Center</a>	TX	\$453,769	President	\$12,000	<b>\$10,853</b>	2024
<a href="#">A Shared Vision Partners In Pediatric Blindness And Visual Imp</a>	CO	\$453,744	Executive Director	\$65,000	<b>\$58,013</b>	2023
<a href="#">Down Syndrome Association Of Middle Tennessee</a>	TN	\$453,645	Executive Director	\$89,259	<b>\$84,823</b>	2024
<a href="#">Club Parkinsons Inc</a>	KS	\$453,613	Executive Director	\$60,000	<b>\$58,603</b>	2024
<a href="#">Minnesota Colorectal Cancer Research</a>	MN	\$453,008	Executive Director	\$52,684	<b>\$48,454</b>	2023
<a href="#">Malignant Hyperthermia Association</a>	NY	\$478,687	Executive Director	\$81,231	<b>\$66,361</b>	2024
<a href="#">Coryell Autism Center</a>	CA	\$451,173	President	\$12,000	<b>\$9,645</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY cost of living and 2023 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 KY 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](http://peerbasis.org/methodology).

● **Sample, role match & sensitivity**

PEER COUNT	377 organizations. Compensation range \$169–\$671,330; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$465,180); for reference, expenses \$525,022 and assets \$283,542.
ROLE MATCH	Debra Mcgrath Through 12-31-22, reported title "Executive Director", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	29 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	92 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	90 <sup>th</sup>
All sources (D + E + F), adjusted	85 <sup>th</sup>

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 (Debra Mcgrath Through 12-31-22) 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 10, 2026,

comparing compensation against 377 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$120,390 is reasonable (approximately the 92<sup>nd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.