

American Academy Of Audiology Foundation

Executive Director / CEO

EIN 621356696
 VA · NTEE G9XZ
 FY ending 2024-09-30
 June 10, 2026

This analysis benchmarks the total compensation of **Patrick Gallagher, Executive Director / CEO** (\$35,535) against **every comparable organization** that fit the selection criteria — **301** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

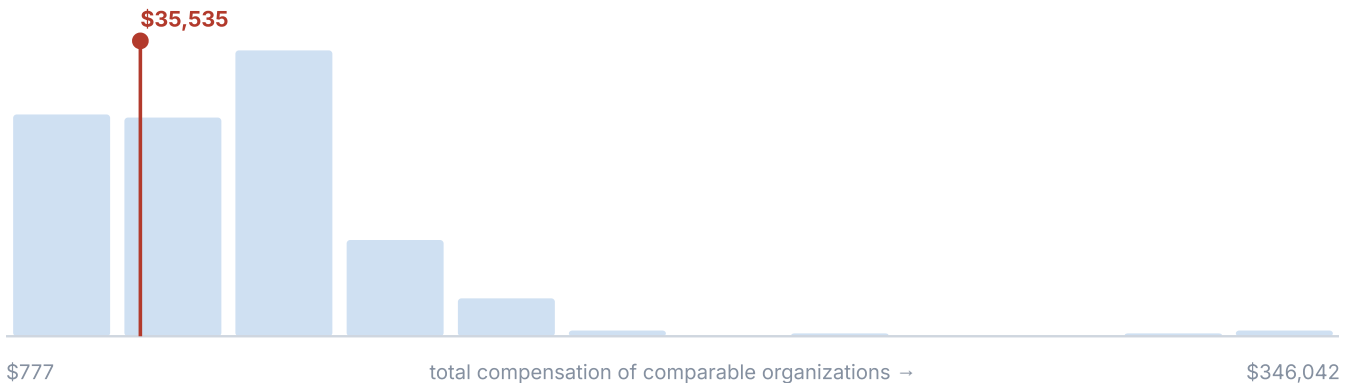
Benchmarked executive: Patrick Gallagher — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G9XZ).
BUDGET	Total revenue between \$163,300 and \$365,598 — 0.67x to 1.50x the subject's \$243,732 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

301 organizations qualified on sector, size, and geography → **301** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,837 10TH	\$29,371 25TH	\$58,000 MEDIAN	\$79,094 75TH	\$98,815 90TH	\$35,535 THIS ORG · 31ST
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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 VA 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
Breast Cancer Network Of Western New York Inc	NY	\$243,624	Executive Director	\$35,000	\$31,911	2025
Epilepsy Foundation Of Delaware	DE	\$244,273	Executive Director	\$68,161	\$69,122	2024
Lucky Fin Project	MI	\$241,990	President	\$56,024	\$61,659	2023
Down Syndrome Association Of Acadiana	LA	\$246,330	Office Administrator	\$19,608	\$23,022	2023
Down Syndrome Association Of Central	KY	\$246,396	Executive Director	\$75,750	\$86,777	2023
Spinal Cord Society	MN	\$246,759	President	\$19,550	\$20,007	2024
Northwest Indiana Cancer Kids Inc	IN	\$247,112	Executive Director	\$47,000	\$52,849	2023
Bayou Council Behavioral Health Services Inc	LA	\$239,090	Executive Director	\$57,969	\$66,110	2024
Pj Parkinson's Support	TN	\$238,983	Executive Di	\$60,000	\$67,248	2023
California Nurse-midwives Foundation	CA	\$238,858	Executive Director	\$12,000	\$11,048	2023
The Face-to-face Project Inc	NY	\$248,834	Executive Director	\$36,923	\$35,576	2023
Alzheimers Services Center Inc	GA	\$249,584	Executive Dir.	\$66,396	\$71,185	2023
Seeds Of Love	PA	\$237,579	Gm/president	\$15,933	\$16,942	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Candelighters Childhood Cancer Foundation Of Southern Arizona	AZ	\$237,573	Executive Director	\$24,000	\$23,905	2024
International Hyperhidrosis Society	PA	\$250,063	Executive Director	\$126,370	\$130,518	2024
Texas Interventional Endoscopy Group	TX	\$237,190	Director	\$750	\$777	2024
Bleeding Disorders Of Kentucky Inc	KY	\$237,150	Executive Di	\$63,000	\$70,101	2024
Arizona Oncology Foundation	AZ	\$250,440	Executive Director	\$85,000	\$84,664	2024
Cedar Springs Vision Inc	TX	\$236,404	President/director	\$67,308	\$69,732	2024
Joi Life Foundation Inc	GA	\$251,346	Director	\$29,250	\$31,360	2023
National Kidney Foundation Of Wisconsin Inc	WI	\$235,962	Chief Executive Officer	\$95,000	\$105,790	2023
Bleeding Disorders Alliance Illinois	IL	\$251,972	Executive Director	\$29,167	\$29,698	2024
Donna Terrell's Yoga Warriors	AR	\$252,513	Director	\$10,000	\$11,642	2024
Pacific Northwest Gastroenterology Society	WA	\$252,579	Executive Director	\$36,000	\$34,367	2023
Art Of Life Cancer Foundation Inc	CA	\$252,814	Executive Dir.	\$91,445	\$81,781	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	301 organizations. Compensation range \$777–\$346,042; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$243,732); for reference, expenses \$153,577 and assets \$1,169,131.
ROLE MATCH	Patrick Gallagher, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	31 st
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	98 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 (Patrick Gallagher) 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 301 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,535 is reasonable (approximately the 31st 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 10, 2026.