

Montgomery Cancer Wellness Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Carol S Gunter, Executive Director / CEO** (\$82,116) against **every comparable organization** that fit the selection criteria — **66** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **61st** percentile of comparable organizations

within the typical range

Benchmarked executive: Carol S Gunter — 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 (G30).

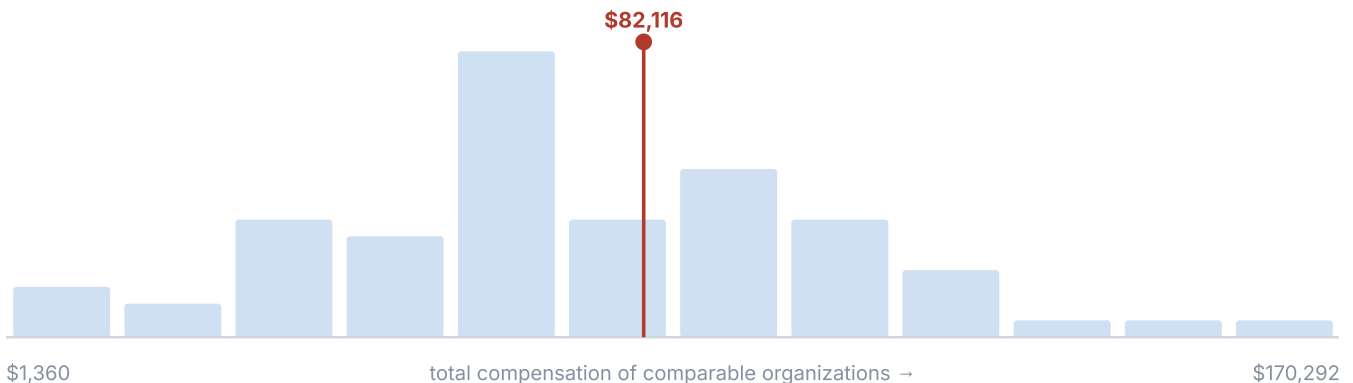
BUDGET Total revenue between \$330,575 and \$740,094 — 0.67x to 1.50x the subject's \$493,396 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (G30), nationwide + budget 0.67–1.5x revenue.

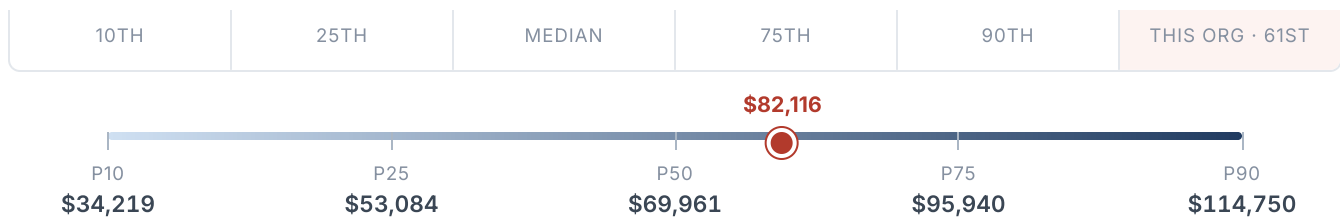
66 organizations qualified on sector, size, and geography

→ **66** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$34,219	\$53,084	\$69,961	\$95,940	\$114,750	\$82,116
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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 AL 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 Awareness Inc	MD	\$492,944	Executive Director	\$89,644	\$79,868	2023
Michelles Love	OR	\$491,004	Founder	\$60,200	\$51,748	2024
Tenaciously Teal Incorporated	OK	\$489,325	Executive Director	\$126,327	\$128,759	2024
Gastric Cancer Foundation	CA	\$484,124	Executive Director	\$136,294	\$112,156	2023
Brave Like Gabe Foundation	MN	\$507,320	Executive Director	\$103,075	\$97,061	2023
13thirty Cancer Connect Inc	NY	\$509,214	Executive Director	\$80,000	\$66,914	2024
Cancer Association Of Darke County	OH	\$475,711	Executive Di	\$18,043	\$17,689	2024
Davids Dream And Believe Cancer Foundation Inc	NJ	\$511,296	Ceo	\$116,250	\$96,074	2024
Main Street Missions Inc	PA	\$514,297	President	\$100,336	\$92,618	2024
Radiation Oncology Institute	VA	\$518,598	Exec. Dir., Secr. And Asst	\$69,157	\$63,635	2023
Arkansas Prostate Cancer Foundation	AR	\$468,148	Executive Di	\$112,781	\$117,344	2024
Cancer Services Of Gaston Cty Inc	NC	\$522,077	Officer	\$74,639	\$71,387	2024
The Anchor Cross Cancer Foundation	AL	\$464,644	Foundation Director	\$65,625	\$65,625	2024
Cancer Council Of Reno County Inc	KS	\$524,077	Executive Director	\$38,249	\$39,379	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cancer Resource Center Of The Finger Lakes	NY	\$459,404	Executive Director	\$58,609	\$49,022	2024
Gilda's Club Kansas City	MO	\$527,811	Executive Director	\$143,176	\$144,515	2023
Cancer Support Services Inc	GA	\$528,630	Executive Dir.	\$92,846	\$86,413	2024
Bright Spot Network	CA	\$534,865	Executive Dir.	\$115,000	\$94,633	2023
The Breast Cancer Resource Center Of Santa Barbara	CA	\$449,691	Executive Director	\$104,380	\$83,430	2024
Southwest Kids Cancer Foundation Inc	AZ	\$448,189	Executive Director	\$37,231	\$33,143	2024
Me Squared Cancer Foundation	TX	\$442,014	Executive Director - Start Date 7/16/2024	\$32,813	\$30,382	2024
Stomach Cancer Awareness Network	CA	\$552,364	Founder Executive Director And Ceo	\$15,000	\$12,343	2023
Pink Hands Of Hope	PA	\$433,918	Executive Di	\$50,738	\$48,219	2023
Ashland County Cancer	OH	\$433,810	Executive Di	\$63,499	\$64,093	2023
Richmond County Cancer Care Treasure Shop	NC	\$428,648	President	\$106,483	\$104,851	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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 **66** organizations. Compensation range \$1,360–\$170,292; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$493,396); for reference, expenses \$564,071 and assets \$653,358.
ROLE MATCH	Carol S Gunter, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	61 st
Total compensation (D + F), as reported (no adjustments)	55 th
Reportable pay only (column D), adjusted	58 th
All sources (D + E + F), adjusted	59 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 (Carol S Gunter) 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 66 similarly situated organizations (Same NTEE sector (G30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,116 is reasonable (approximately the 61st 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.