

Cardiopulmonary Perfusion Associates Inc

Executive Director / CEO

EIN 760313066
TX · NTEE G9BZ
FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Deborah Adams, Executive Director / CEO** (\$161,920) 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 **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Deborah Adams — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G9BZ).
BUDGET	Total revenue between \$313,958 and \$702,892 — 0.67× to 1.50× the subject's \$468,595 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue.

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

Distribution of comparable compensation



\$22,179

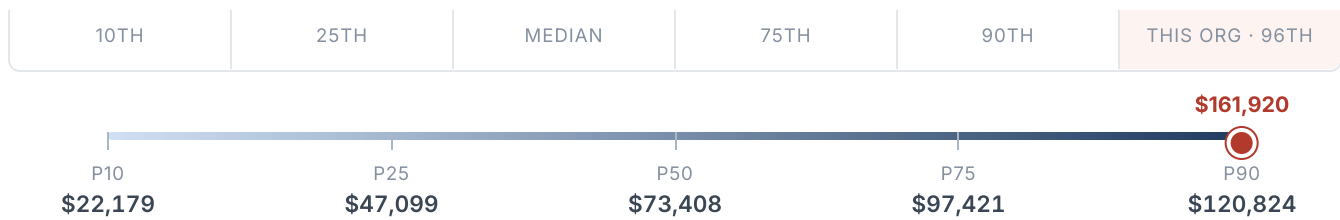
\$47,099

\$73,408

\$97,421

\$120,824

\$161,920



● 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 TX 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
The Tailor Institute Incorporated	MO	\$468,451	Director	\$52,000	\$53,479	2024
Evan's Victory Against Neuroblastoma Foundation Inc	MD	\$468,923	President	\$68,912	\$62,558	2024
Arkansas Prostate Cancer Foundation	AR	\$468,148	Executive Di	\$112,781	\$123,096	2024
Parents Defeating Autism Today	TX	\$470,638	Ceo	\$25,748	\$25,009	2024
The Blosser Center For Dyslexia Resources	OR	\$466,169	Former Executive Director	\$24,325	\$21,935	2024
Aspen Allergy Conference	CO	\$465,951	Office Manager	\$45,000	\$41,899	2024
10000 Brains Neuro Ai Inc	MA	\$465,837	Chief Executive Officer	\$102,577	\$92,149	2023
The Epilepsy Foundation Of Kentuckiana	KY	\$465,180	Executive Director	\$120,390	\$129,303	2023
The Anchor Cross Cancer Foundation	AL	\$464,644	Foundation Director	\$65,625	\$68,841	2024
Telluride Aids Benefit Inc	CO	\$472,865	Executive Director	\$79,050	\$71,705	2025
Prisms Inc	VA	\$473,555	Executive Director	\$94,038	\$88,165	2024
Paralyzed Veterans Of America	DC	\$462,882	Executive Director	\$41,124	\$35,041	2024
Cancer Association Of Darke County	OH	\$475,711	Executive Di	\$18,043	\$18,556	2024
Cancer Resource Center Of The Finger Lakes	NY	\$459,404	Executive Director	\$58,609	\$51,426	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cancer Support Community - California	CA	\$459,287	Executive Director	\$100,452	\$84,226	2024
The Foundation For Ucp Of Greater	CA	\$458,528	President / Ceo	\$123,170	\$103,274	2024
Malignant Hyperthermia Association	NY	\$478,687	Executive Director	\$81,231	\$71,274	2024
Hypoparathyroidism Association Inc	TX	\$458,001	Executive Director	\$98,019	\$95,207	2024
Spierings Cancer Foundation Inc	WI	\$480,050	Executive Director	\$42,858	\$43,461	2024
Connie Dwyer Breast Cancer Foundation	NJ	\$480,065	Executive Director & Secretary	\$60,000	\$52,018	2024
American Academy Of Pediatrics	CA	\$456,564	Executive Director	\$133,530	\$115,267	2023
Red River Valley Down Syndrome Society	TX	\$481,332	Executive Dir.	\$6,923	\$6,724	2024
The Maryland Sickle Cell Disease Ssociation Incorporated	MD	\$481,769	Executive Director	\$18,370	\$16,676	2024
Enigma Asd Services	WA	\$482,395	Acting Secretary	\$52,668	\$45,787	2024
Cancer Schmancer Foundation	CA	\$482,878	Executive Dir.	\$117,721	\$101,621	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	377 organizations. Compensation range \$182–\$721,031; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$468,595); for reference, expenses \$432,294 and assets \$0.
ROLE MATCH	Deborah Adams, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable 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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	90 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 (Deborah Adams) 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 \$161,920 is reasonable (approximately the 96th 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.