

# Fibrofighters Foundation Inc

Executive Director / CEO

EIN 844175278

CA · NTEE G01

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Paul Kent, Executive Director / CEO** (\$146,900) against **every comparable organization** that fit the selection criteria — **198** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

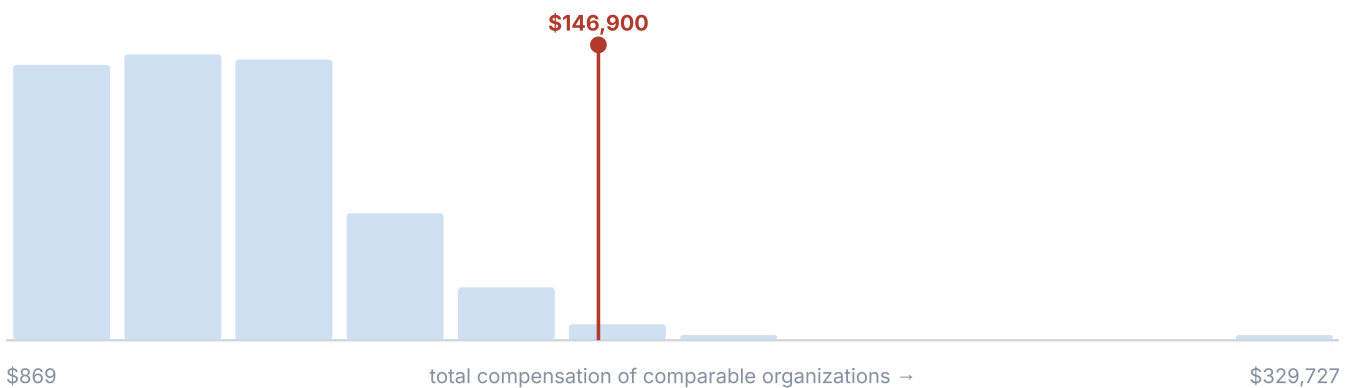
**Benchmarked executive:** Paul Kent — reported title “Medical Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G01).
BUDGET	Total revenue between \$116,056 and \$259,828 — 0.67x to 1.50x the subject's \$173,219 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**198** organizations qualified on sector, size, and geography → **198** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,595	\$26,769	\$51,514	\$77,515	\$100,662	<b>\$146,900</b>
----------	----------	----------	----------	-----------	------------------



## ● 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 CA 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="#">Move For Jenn Foundation</a>	NC	\$173,487	Executive Di	\$59,422	<b>\$71,104</b>	2024
<a href="#">Logan County Cancer Society Inc</a>	OH	\$172,885	President	\$111,927	<b>\$141,342</b>	2023
<a href="#">Austin Black Physicians</a>	TX	\$172,557	Executive Director	\$27,500	<b>\$31,857</b>	2024
<a href="#">Hearts Everywhere Reaching Out For</a>	GA	\$172,552	Secretary & Executive Dire	\$70,000	<b>\$81,510</b>	2024
<a href="#">Wetherald Behavioral Academy Inc</a>	GA	\$172,453	Board Member	\$26,372	<b>\$30,708</b>	2024
<a href="#">Marthas Ranch Foundation</a>	TX	\$174,460	Executive Dir.	\$25,038	<b>\$29,862</b>	2023
<a href="#">East Tennessee Kidney Foundation Inc</a>	TN	\$174,597	Executive Director	\$73,181	<b>\$86,787</b>	2025
<a href="#">Maine Society Of Eye</a>	ME	\$171,786	Mseps Exec.	\$2,500	<b>\$2,899</b>	2024
<a href="#">One Step Closer Therapeutic</a>	CA	\$174,828	Vp/secretary	\$53,000	<b>\$53,000</b>	2024
<a href="#">412 Thrive</a>	PA	\$175,282	Executive Dir.	\$14,000	<b>\$16,646</b>	2023
<a href="#">Hope In Pain Inc</a>	CA	\$175,432	President	\$12,025	<b>\$12,380</b>	2023
<a href="#">The Connecticut Orthopaedic Society</a>	CT	\$175,799	Executive Di	\$65,654	<b>\$73,394</b>	2023
<a href="#">Friendship Circle Of Va</a>	VA	\$176,021	Executive Dir.	\$30,600	<b>\$35,227</b>	2023
<a href="#">Manes &amp; Miracles At Chaffee Crossing</a>	AR	\$178,339	Executive Director	\$17,000	<b>\$22,129</b>	2024
<a href="#">Testicular Cancer Society</a>	OH	\$168,040	President/director	\$100,000	<b>\$122,658</b>	2024
<a href="#">Smith-kingsmore Syndrome Foundation</a>	OH	\$168,029	Executive Director	\$22,500	<b>\$26,887</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Epilepsy Foundation Of Southeast Tenness</a>	TN	\$167,806	Executive Director	\$63,373	<b>\$75,155</b>	2025
<a href="#">Carson's Crusaders Foundation</a>	TX	\$167,437	Executive Di	\$60,600	<b>\$70,201</b>	2024
<a href="#">Obion County Cancer Agency</a>	TN	\$166,934	Director	\$17,671	<b>\$21,511</b>	2024
<a href="#">Chestor House Inc</a>	CO	\$179,566	President	\$1,875	<b>\$2,082</b>	2024
<a href="#">Pop Earth Corporation</a>	NY	\$179,952	Executive Di	\$60,000	<b>\$62,788</b>	2024
<a href="#">Kidney Foundation Of Central Pa</a>	PA	\$180,385	Execuitive Director	\$68,900	<b>\$81,921</b>	2023
<a href="#">Ovarian Cancer Project Inc</a>	NY	\$180,466	Executive Dir.	\$54,916	<b>\$57,468</b>	2024
<a href="#">Hss Screening And Early Detection Inc</a>	NY	\$165,500	President	\$36,000	<b>\$38,785</b>	2023
<a href="#">Autism Society Of America Foundation</a>	MD	\$181,121	President And Ceo	\$52,831	<b>\$57,200</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	<b>198</b> organizations. Compensation range \$869–\$329,727; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$173,219); for reference, expenses \$204,011 and assets \$49,480.
ROLE MATCH	Paul Kent, reported title <i>"Medical Director"</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>

**RELATED-ORG PAY** 10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 2 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	98 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	99 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	94 <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 (Paul Kent) 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 198 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$146,900 is reasonable (approximately the 98<sup>th</sup> 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.