

Atlanta Neuroscience Foundation Inc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Tamara D Clay, Executive Director / CEO** (\$23,983) against **every comparable organization** that fit the selection criteria — **259** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

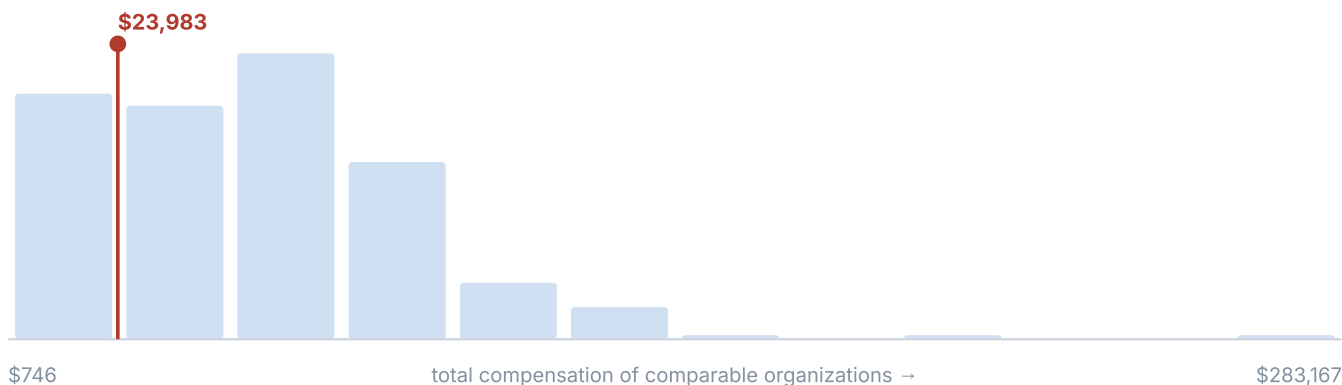
Benchmarked executive: Tamara D Clay — reported title “CEO - ANI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G96).
BUDGET	Total revenue between \$144,954 and \$324,525 — 0.67x to 1.50x the subject's \$216,350 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

259 organizations qualified on sector, size, and geography → **259** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,618	\$25,421	\$52,669	\$74,129	\$93,313	\$23,983
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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 GA 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
Ag For Autism	AR	\$216,270	Assistant	\$5,000	\$5,590	2024
Spina Bifida Association Of Kentucky Inc	KY	\$216,564	Executive Director	\$43,016	\$47,321	2023
Ramsey Keller Memorial	MT	\$216,710	President	\$51,500	\$53,789	2025
Pandas Networkorg	CA	\$215,894	Executive Director	\$55,000	\$47,234	2024
Multicultural Integrated Kidney	OR	\$217,129	Executive Director	\$87,072	\$80,419	2024
Madeline Fiadini Lore Foundation	NJ	\$215,532	Executive Director	\$18,000	\$16,456	2023
Truth Aid Inc	NY	\$217,468	President	\$83,918	\$87,301	2021
South Dakota Parkinson Foundation	SD	\$214,691	Executive Director	\$35,948	\$40,623	2023
Pheo Alliance Inc	VA	\$214,437	Executive Dir.	\$73,334	\$70,421	2024
Diabetes Association Inc	MA	\$214,302	President/ceo	\$37,728	\$33,718	2024
Community Services For Sight	PA	\$218,609	President/ceo	\$49,930	\$50,983	2023
Asd Adult Achievement Center Inc	FL	\$218,689	President	\$26,900	\$25,875	2023
Epilepsy Foundation Of Virginia Inc	VA	\$213,744	Executive Director	\$58,000	\$55,696	2024
Hope Horses Inc	AL	\$213,219	Executive Di	\$45,000	\$49,778	2023
Mission Vision Inc	PA	\$219,644	Board Member	\$25,000	\$24,795	2024
Simply From The Heart Foundation	IL	\$220,389	Founder	\$13,200	\$13,288	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
National Odd Shoe Exchange	AZ	\$212,121	President	\$90,000	\$86,083	2024
International Association Of	CA	\$211,790	Executive Director	\$50,000	\$42,940	2024
Ms Impossible	WA	\$211,521	Ceo	\$16,775	\$14,937	2024
Hocus Focus Inc	AR	\$211,300	President	\$48,000	\$53,660	2024
Bexa Equity Alliance	CA	\$221,528	Executive Director	\$175,000	\$150,289	2024
Autism Society Of The Keys Inc	FL	\$211,036	Executive Dir.	\$65,000	\$62,523	2023
Coalition Against Childhood Cancer	PA	\$210,829	Executive Director (Until 12/23)	\$40,096	\$39,767	2024
Rocky Mountain Hemophilia And	MT	\$222,947	Executive Di	\$81,953	\$87,859	2024
Enrichment Center For The Blind And Visually Impaired	NJ	\$223,055	Director	\$25,704	\$22,824	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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 259 organizations. Compensation range \$746–\$283,167; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$216,350); for reference, expenses \$474,196 and assets \$882,543. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Tamara D Clay, reported title "CEO - ANI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 3 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	24 th
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 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 (Tamara D Clay) 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 259 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$23,983 is reasonable (approximately the 24th 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.