

# Global Nerve Foundation

Executive Director / CEO

This analysis benchmarks the total compensation of **Stephen Mcconoughey, Executive Director / CEO** (\$140,000) against **every comparable organization** that fit the selection criteria — **337** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

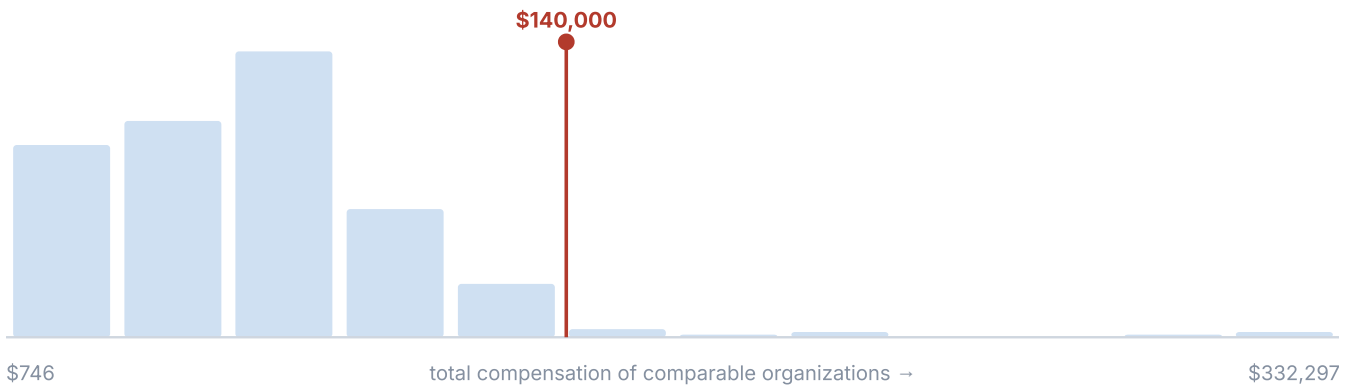
**Benchmarked executive:** Stephen Mcconoughey — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G50).
BUDGET	Total revenue between \$186,662 and \$417,900 — 0.67x to 1.50x the subject's \$278,600 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**337** organizations qualified on sector, size, and geography → **337** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$15,256	\$33,159	\$60,729	\$81,471	\$106,550	<b>\$140,000</b>
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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
<a href="#">Light Collective Inc</a>	OR	\$278,002	President	\$85,680	<b>\$81,471</b>	2023
<a href="#">Walking Strong Inc</a>	CA	\$279,221	Executive Di	\$24,000	<b>\$20,611</b>	2024
<a href="#">Check For A Lump</a>	AZ	\$279,490	Executive Director	\$63,059	<b>\$62,097</b>	2023
<a href="#">Texas Central Hemophilia Association Inc</a>	TX	\$279,501	Executive Director	\$70,500	<b>\$72,209</b>	2023
<a href="#">Wylder Nation Foundation</a>	AZ	\$277,661	President/treasurer	\$79,600	<b>\$78,384</b>	2023
<a href="#">The Barry L Joyce Cancer Support Fund Inc</a>	NC	\$277,491	Executive Director	\$91,023	<b>\$96,301</b>	2023
<a href="#">Spina Bifida Association Of Greater</a>	MA	\$276,967	Executive Director	\$75,070	<b>\$67,091</b>	2024
<a href="#">Community Center For The Blind</a>	CA	\$276,926	Exec Director	\$75,246	<b>\$66,530</b>	2023
<a href="#">Nightingales Harvest</a>	OH	\$280,595	Ceo	\$14,400	<b>\$15,616</b>	2023
<a href="#">The Whole Spectrum Autism Foundation</a>	NJ	\$276,577	Ceo	\$8,640	<b>\$7,672</b>	2024
<a href="#">Gina Quesenberry Breast Cancer</a>	ID	\$275,475	Executive Dir.	\$75,000	<b>\$79,349</b>	2024
<a href="#">Childrens Oncology Camping Association Intl</a>	AL	\$274,478	Executive Director	\$50,000	<b>\$55,309</b>	2023
<a href="#">Autism Empowerment</a>	WA	\$283,060	Board Member	\$1,800	<b>\$1,650</b>	2023
<a href="#">Visual Compassion Inc</a>	TX	\$283,424	Ceo	\$135,000	<b>\$134,306</b>	2024
<a href="#">Down Syndrome Association Of</a>	VA	\$273,601	Executive Director	\$48,359	<b>\$46,438</b>	2024
<a href="#">Cancer Navigators Inc</a>	GA	\$284,637	Foundation D	\$19,534	<b>\$19,534</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">5 Under 40 Foundation Corp</a>	NY	\$271,985	President	\$46,154	<b>\$42,703</b>	2023
<a href="#">Joe Beretta Foundation</a>	TN	\$271,831	Executive Director	\$62,391	<b>\$65,224</b>	2024
<a href="#">Fellows Forum Inc</a>	FL	\$285,404	Chairman	\$2,000	<b>\$1,924</b>	2023
<a href="#">The Isaac Foundation</a>	WA	\$285,953	Executive Dir.	\$48,479	<b>\$43,167</b>	2024
<a href="#">Lymphangiomas &amp; Gorhams Disease Alliance Inc</a>	FL	\$271,042	Executive Director	\$35,930	<b>\$33,569</b>	2024
<a href="#">Tatton Brown Rahman Syndrome Community Inc</a>	NY	\$270,669	Executive Director	\$78,930	<b>\$70,934</b>	2024
<a href="#">Ovarcome Non-profit Inc</a>	TX	\$286,812	President & Founder	\$82,500	<b>\$82,076</b>	2024
<a href="#">The Nightbirde Foundation</a>	OH	\$286,921	Ceo & Chairman	\$103,847	<b>\$112,621</b>	2023
<a href="#">Stroke Awareness Foundation</a>	CA	\$287,276	Executive Dir.	\$137,105	<b>\$117,745</b>	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](http://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	337 organizations. Compensation range \$746–\$332,297; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$278,600); for reference, expenses \$285,740 and assets \$269,191.
ROLE MATCH	Stephen Mcconoughey, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 6 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	97 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	97 <sup>th</sup>
Reportable pay only (column D), adjusted	98 <sup>th</sup>
All sources (D + E + F), adjusted	92 <sup>nd</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 (Stephen Mcconoughey) 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 337 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$140,000 is reasonable (approximately the 97<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.