

Sail Beyond Cancer Annapolis Inc

Executive Director / CEO

EIN 880947577

MD · NTEE T50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Suzanne Johnson, Executive Director / CEO** (\$20,000) against **every comparable organization** that fit the selection criteria — **206** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

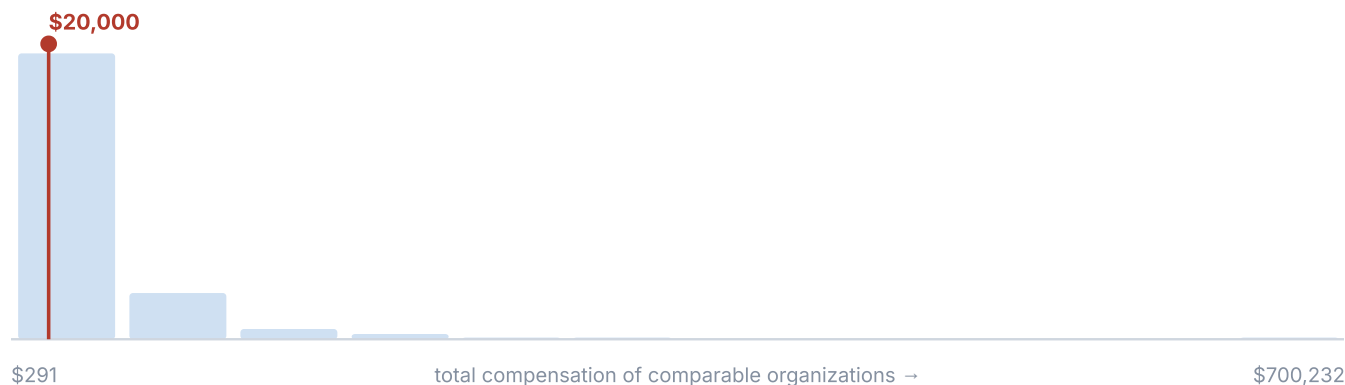
Benchmarked executive: Suzanne Johnson — reported title “EXECUTIVE DI”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T50).
BUDGET	Total revenue between \$54,201 and \$121,347 — 0.67x to 1.50x the subject's \$80,898 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (T), nationwide + budget 0.67–1.5x revenue.

206 organizations qualified on sector, size, and geography → **206** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,978	\$10,848	\$26,782	\$42,880	\$81,512	\$20,000
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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 MD 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
American Football Coaches Foundation	TX	\$81,069	Executive Director	\$15,439	\$16,093	2025
Robert P Giddings Trust	MA	\$80,222	Trustee	\$7,736	\$7,436	2024
Jewish Family & Children's Services Of	NJ	\$81,731	Ceo	\$68,048	\$64,986	2024
Canton-inwood Area Health Foundation	SD	\$81,750	Executive Director	\$25,077	\$29,603	2024
Friends Of Cmh Sumner Community	IA	\$80,040	Cha/cfo	\$33,982	\$39,799	2024
Sistahs Reachin Out	MI	\$79,831	Director	\$109,035	\$120,378	2024
The Thalheimer Family - Jdc Support	NY	\$79,818	Director/secretary	\$73,899	\$73,537	2023
Calvin Community Foundation	IA	\$79,743	Ceo	\$10,541	\$12,345	2024
Wisconsin Builders Foundation Inc	WI	\$79,695	Executive Director	\$33,352	\$37,257	2024
The Anne K Raikos Charitable	MO	\$79,645	Trustee	\$250	\$291	2023
Elbert Memorial Hospital Foundation	GA	\$82,363	Executive Di	\$3,591	\$3,976	2023
The Foundation Of The Broome-tioga	NY	\$82,492	Chief Executive Officer	\$35,005	\$33,834	2024
Lev Chai	NJ	\$82,749	Trustee	\$7,000	\$6,685	2024
Robert And Louise Bossardt Trust	VT	\$82,902	Trustee	\$12,686	\$14,062	2023
The Louisa Swain Foundation	WY	\$78,506	Executive Di	\$36,000	\$41,233	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Eleanor And Henry Jansen Foundation	WA	\$83,352	Executive Director	\$4,988	\$4,777	2024
The Tyner Family Foundation	OH	\$83,525	Treasurer	\$60,259	\$70,284	2023
Faholo Foundation Inc	MD	\$78,240	Director	\$29,328	\$29,328	2024
The Mike Gallagher Show Charitable	NY	\$84,008	Executive Di	\$117,200	\$116,625	2023
Nina Jean Obel Charitable Trust	TX	\$77,727	Trustee	\$17,196	\$18,943	2023
Intervalien Foundation	CA	\$84,181	President/director	\$75,000	\$71,318	2023
Smeco Charitable Foundation Inc	MD	\$84,540	Vice Preside	\$115,107	\$115,107	2024
Irwin And Bethea Green Support	MI	\$77,182	Treasurer	\$26,189	\$28,914	2024
Ricky Martin Foundation Corp	PR	\$84,718	Director	\$30,977	\$30,977	2024
Jobs For Humanity Inc	FL	\$76,980	President & Ceo	\$31,651	\$31,804	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MD 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 MD 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	206 organizations. Compensation range \$291–\$700,232; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$80,898); for reference, expenses \$100,482 and assets \$190,759.
ROLE MATCH	Suzanne Johnson, reported title "EXECUTIVE DI", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 116 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 17 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	42 nd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	79 th
All sources (D + E + F), adjusted	23 rd

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 (Suzanne Johnson) 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 206 similarly situated organizations (Same NTEE major group (T), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,000 is reasonable (approximately the 42nd 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.