

# Animal Cancer Foundation

Executive Director / CEO

EIN 943342838

NY · NTEE H30

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Barbara Cohen, Executive Director / CEO** (\$74,000) against **every comparable organization** that fit the selection criteria — **122** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62<sup>nd</sup>** percentile of comparable organizations within the typical range

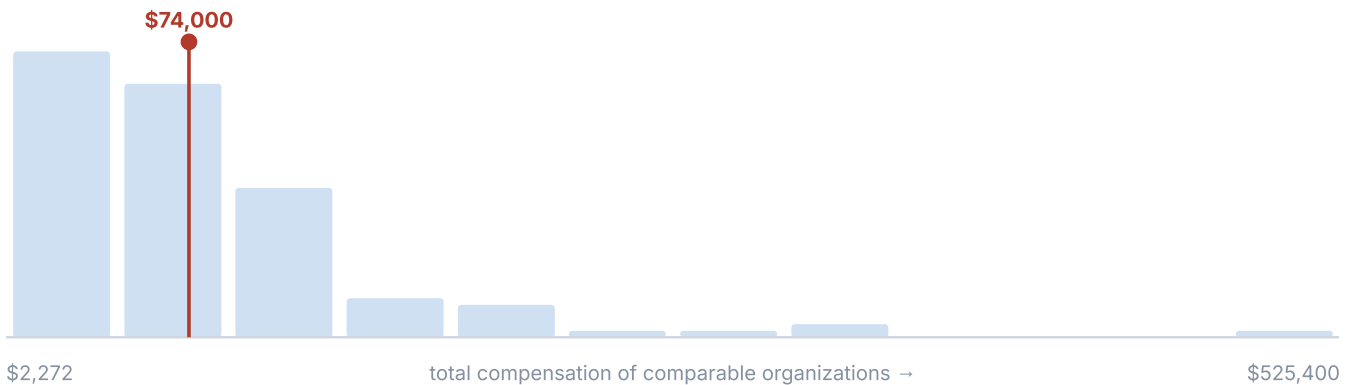
**Benchmarked executive:** Barbara Cohen — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H30).
BUDGET	Total revenue between \$202,186 and \$452,656 — 0.67x to 1.50x the subject's \$301,771 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

**122** organizations qualified on sector, size, and geography → **122** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,509	\$37,015	\$61,315	\$100,756	\$145,437	\$74,000
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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 NY 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="#">National Task Group On Intellectual</a>	ME	\$302,342	Director Of Operations	\$56,028	<b>\$63,921</b>	2023
<a href="#">Sugar Ray Leonard Foundation</a>	CA	\$302,891	Executive Director	\$96,000	<b>\$91,737</b>	2024
<a href="#">The Andrew Levitt Center For</a>	CA	\$297,232	Grant Mgr/ex Di	\$100,146	<b>\$95,699</b>	2024
<a href="#">The Pubpeer Foundation</a>	CA	\$308,324	President	\$42,000	<b>\$40,135</b>	2024
<a href="#">The Jed Ian Taxel Foundation For</a>	UT	\$309,100	President/ceo	\$40,000	<b>\$45,305</b>	2024
<a href="#">Larry Burkett Foundation Inc</a>	GA	\$309,567	Ceo	\$36,000	<b>\$40,058</b>	2024
<a href="#">The Hpv And Anal Cancer Foundation</a>	NY	\$309,639	Executive Director	\$61,165	<b>\$61,165</b>	2024
<a href="#">International Biomedical Research</a>	DC	\$292,601	President	\$140,000	<b>\$135,957</b>	2024
<a href="#">Conquering Congenital Heart Disease</a>	WI	\$291,957	Former Executive Director	\$38,461	<b>\$45,764</b>	2023
<a href="#">Caroline Symmes Inc</a>	IN	\$290,676	President	\$8,333	<b>\$9,725</b>	2024
<a href="#">National Bone Marrow Transplant Link</a>	MI	\$290,191	Executive Director	\$84,103	<b>\$93,590</b>	2025
<a href="#">National Canine Cancer Foundation Inc</a>	AZ	\$289,739	Director	\$40,728	<b>\$43,347</b>	2024
<a href="#">Lifesciences Ny Inc</a>	NY	\$314,052	Executive Director	\$152,900	<b>\$152,900</b>	2024
<a href="#">Foundation For Cardiovascular Medicine And Research</a>	CA	\$289,213	Ceo/president	\$34,150	<b>\$32,634</b>	2024
<a href="#">Albie Aware Inc</a>	CA	\$288,875	Executive Director	\$111,546	<b>\$109,741</b>	2023
<a href="#">The Ros1ders Inc</a>	CA	\$286,612	Executive Dir.	\$9,361	<b>\$9,209</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Carol M Baldwin Breast Cancer Research</a>	NY	\$286,034	Executive Director	\$103,504	<b>\$106,561</b>	2023
<a href="#">National Autism Association Inc</a>	RI	\$285,344	President	\$65,000	<b>\$71,012</b>	2023
<a href="#">The Norma Livingston Ovarian Cancer</a>	AL	\$284,799	Executive Director	\$79,417	<b>\$97,752</b>	2023
<a href="#">Asxl Rare Research Endowment Foundation</a>	ME	\$283,786	Executive Director	\$105,900	<b>\$120,818</b>	2023
<a href="#">Cruisin For A Cure</a>	CA	\$321,741	President & Ceo	\$115,000	<b>\$109,893</b>	2024
<a href="#">Hawaii Cellular Therapy And Transplant</a>	HI	\$323,338	Pres/ceo	\$83,933	<b>\$81,017</b>	2025
<a href="#">Medical Staff Of Regional Medical Center</a>	CA	\$275,354	President	\$120,000	<b>\$118,058</b>	2023
<a href="#">Aspen Rhoads Research Foundation Inc</a>	MD	\$275,117	Chief Executive Officer	\$23,700	<b>\$24,520</b>	2024
<a href="#">North American Specialized</a>	MN	\$329,023	Executive Di	\$37,404	<b>\$40,901</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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	122 organizations. Compensation range \$2,272–\$525,400; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$301,771); for reference, expenses \$335,570 and assets \$897,543.
ROLE MATCH	Barbara Cohen, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

**OUTLIERS** 7 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	62 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	65 <sup>th</sup>
Reportable pay only (column D), adjusted	63 <sup>rd</sup>
All sources (D + E + F), adjusted	55 <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 (Barbara Cohen) 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 122 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$74,000 is reasonable (approximately the 62<sup>nd</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.