

# Bay Aging Foundation

Executive Director / CEO

EIN 134232354

VA · NTEE G11

FY ending 2024-09-30

June 10, 2026

This analysis benchmarks the total compensation of **Kathy Vesley, Executive Director / CEO** (\$17,050) against **every comparable organization** that fit the selection criteria — **363** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 9<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

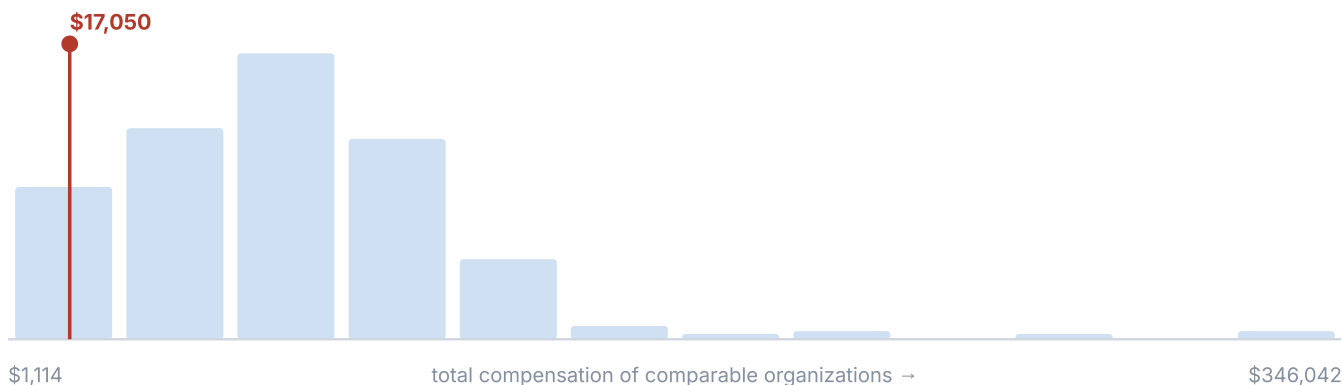
**Benchmarked executive:** Kathy Vesley — reported title “PRESIDENT/CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G11).
BUDGET	Total revenue between \$251,187 and \$562,359 — 0.67x to 1.50x the subject's \$374,906 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

**363** organizations qualified on sector, size, and geography → **363** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$19,902	\$42,347	\$71,274	\$93,959	\$120,561	<b>\$17,050</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 VA 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="#">Epilepsy Services Of West Central</a>	FL	\$374,703	Chief Outcome Officer	\$47,694	<b>\$47,775</b>	2023
<a href="#">Children's Neuroblastoma Cancer</a>	IL	\$375,569	President/treasurer	\$70,000	<b>\$71,274</b>	2024
<a href="#">Easter Seals North Texas</a>	TX	\$375,860	President & Ceo Of Fedcap	\$151,561	<b>\$157,018</b>	2024
<a href="#">Starlite Shores Family Camp</a>	MI	\$373,764	Executive Di	\$23,808	<b>\$25,451</b>	2024
<a href="#">Cerebral Palsy Of Oklahoma Inc</a>	OK	\$373,621	President/ceo	\$50,116	<b>\$57,154</b>	2024
<a href="#">The Anita Kaufmann Foundation</a>	NJ	\$373,470	Executive Dir.	\$110,000	<b>\$101,717</b>	2024
<a href="#">Ucp Healthy West Orange Inc</a>	FL	\$373,390	Ceo/president	\$14,158	<b>\$13,420</b>	2025
<a href="#">Teamsters Local 25 Autism Fund Inc</a>	MA	\$376,689	President	\$55,954	<b>\$52,075</b>	2024
<a href="#">The Breast Cancer Survivors Network</a>	GA	\$371,865	President & Ceo	\$1,500	<b>\$1,521</b>	2025
<a href="#">Meat Fight Inc</a>	TX	\$378,798	Chief Executive Office	\$33,366	<b>\$35,589</b>	2023
<a href="#">Ohio Council For Cognitive Health</a>	OH	\$379,062	Director	\$205,947	<b>\$225,914</b>	2024
<a href="#">Aamp Amt Learning Center Inc</a>	IL	\$370,551	President	\$32,009	<b>\$33,554</b>	2023
<a href="#">Lowcountry Autism Foundation Inc</a>	SC	\$379,386	Executive Director	\$70,387	<b>\$78,297</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Testicular Cancer Awareness</a>	CO	\$370,173	Founder & Ce	\$71,288	<b>\$70,796</b>	2024
<a href="#">Jessica June Children's Cancer</a>	FL	\$379,688	President/ce	\$93,467	<b>\$90,938</b>	2024
<a href="#">North Carolina Society Of Afe Foundation</a>	NC	\$379,977	Executive Dir.	\$23,205	<b>\$24,833</b>	2024
<a href="#">Afe Foundation</a>	CA	\$380,821	Executive Dir.	\$91,192	<b>\$81,554</b>	2024
<a href="#">Aspire Foundation</a>	NY	\$380,914	Executive Vice President	\$36,897	<b>\$34,531</b>	2024
<a href="#">The Lazarus House A Center For Wellness</a>	TX	\$368,650	Executive Director	\$45,784	<b>\$47,433</b>	2024
<a href="#">Sally J Pimentel Deaf And Hard Of Hearing Center</a>	FL	\$368,545	Executive Director	\$62,163	<b>\$60,481</b>	2024
<a href="#">American Lung Cancer Screening</a>	NC	\$381,744	President	\$8,000	<b>\$8,561</b>	2024
<a href="#">Beer Yitzhak Foundation Inc</a>	NJ	\$367,547	Trustee	\$75,077	<b>\$69,424</b>	2024
<a href="#">Childrens Aid Foundation</a>	AL	\$367,325	Ceo	\$20,800	<b>\$23,273</b>	2024
<a href="#">American College Of Prosthodontists</a>	IL	\$366,949	Executive Director	\$22,427	<b>\$22,835</b>	2024
<a href="#">Beginnings For Parents Of Children</a>	SC	\$383,035	Executive Di	\$71,885	<b>\$75,668</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	363 organizations. Compensation range \$1,114–\$346,042; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$374,906); for reference, expenses \$144,845 and assets \$1,314,105. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Kathy Vesley, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	9 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	9 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	95 <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 (Kathy Vesley) 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 10, 2026, comparing compensation against 363 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$17,050 is reasonable (approximately the 9<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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 10, 2026.