

# Diamond Blackfan Anemia Foundation

Executive Director / CEO

EIN 161459422

NY · NTEE G12

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Dawn Baumgardner, Executive Director / CEO** (\$65,704) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **52<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Dawn Baumgardner — 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 (G12).

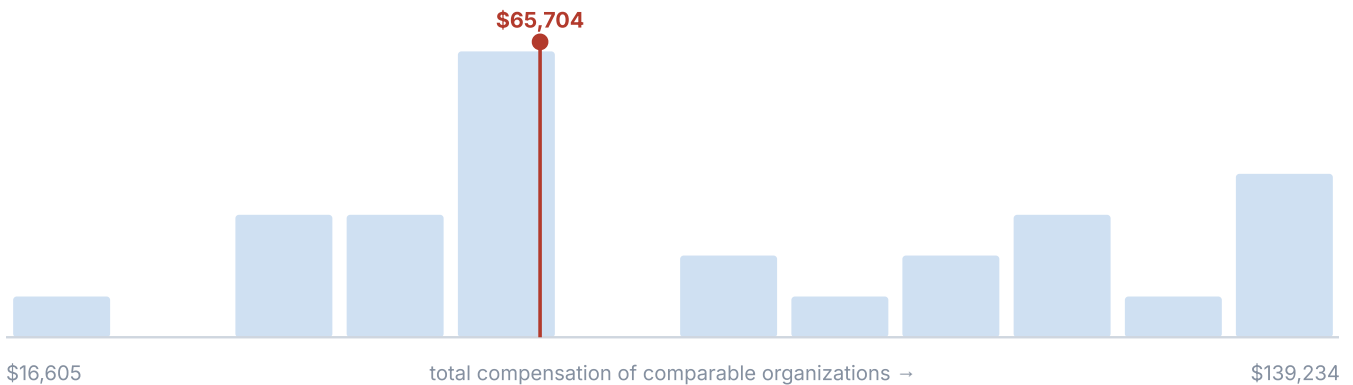
**BUDGET** Total revenue between \$334,630 and \$749,172 — 0.67x to 1.50x the subject's \$499,448 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (G12), nationwide + budget 0.67–1.5x revenue.

**27** organizations qualified on sector, size, and geography

→ **27** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$40,371	\$58,047	\$63,437	\$112,729	\$132,556	\$65,704
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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="#">Georgia Trauma Foundation Inc</a>	GA	\$504,899	Executive Director	\$80,200	<b>\$91,876</b>	2023
<a href="#">To Celebrate Life</a>	CA	\$513,587	Marktnng/comm	\$62,400	<b>\$59,629</b>	2024
<a href="#">Glut1 Deficiency Foundation Inc</a>	KY	\$514,707	Executive Director	\$50,192	<b>\$59,676</b>	2024
<a href="#">Connie Dwyer Breast Cancer Foundation</a>	NJ	\$480,065	Executive Director & Secretary	\$60,000	<b>\$59,284</b>	2024
<a href="#">Spierings Cancer Foundation Inc</a>	WI	\$480,050	Executive Director	\$42,858	<b>\$49,533</b>	2024
<a href="#">The Joe Martin Als Foundation</a>	NC	\$520,734	President	\$100,000	<b>\$114,346</b>	2024
<a href="#">Renaissance Cancer Foundation</a>	TX	\$534,868	Lead Study Coordinator	\$35,653	<b>\$40,633</b>	2023
<a href="#">Shades Of Pink Foundation</a>	MI	\$540,402	Executive Director	\$35,000	<b>\$39,979</b>	2024
<a href="#">Miles Of Hope Breast Cancer</a>	NY	\$543,574	Executive Director	\$106,571	<b>\$106,571</b>	2024
<a href="#">Minnesota Colorectal Cancer Research</a>	MN	\$453,008	Executive Director	\$52,684	<b>\$59,311</b>	2023
<a href="#">Marisa's Mission Inc</a>	MA	\$550,430	Executive Director	\$111,731	<b>\$111,111</b>	2024
<a href="#">Ateam Ministries</a>	AL	\$442,994	President And Director	\$65,800	<b>\$78,668</b>	2024
<a href="#">Soul Ryeders Inc</a>	NY	\$566,087	Executive Director	\$121,412	<b>\$118,282</b>	2025
<a href="#">Wyoming Breast Cancer Initiative</a>	WY	\$432,506	Executive Di	\$71,205	<b>\$86,872</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Atlanta Cancer Care Foundation Inc</a>	GA	\$575,672	Executive Director, Outgoing	\$54,167	<b>\$62,053</b>	2023
<a href="#">The Parkinson Council</a>	PA	\$420,894	Chief Executive Officer	\$118,511	<b>\$130,788</b>	2024
<a href="#">Heroes Foundation Inc</a>	IN	\$595,322	Executive Di	\$116,000	<b>\$135,375</b>	2024
<a href="#">Ms Hope For A Cure Inc</a>	VT	\$402,109	President	\$125,000	<b>\$139,234</b>	2024
<a href="#">Limb Preservation Foundation</a>	CO	\$393,251	Executive Di	\$123,760	<b>\$135,207</b>	2023
<a href="#">Cure Rtd Foundation</a>	TX	\$388,162	Vp / Treasurer	\$15,000	<b>\$16,605</b>	2024
<a href="#">Meat Fight Inc</a>	TX	\$378,798	Chief Executive Office	\$33,366	<b>\$38,028</b>	2023
<a href="#">Teamsters Local 25 Autism Fund Inc</a>	MA	\$376,689	President	\$55,954	<b>\$55,644</b>	2024
<a href="#">17 Strong</a>	CA	\$644,405	President	\$64,480	<b>\$63,437</b>	2023
<a href="#">Project Pink'd Inc</a>	NE	\$647,623	Director, Programming And Marketing	\$49,332	<b>\$60,452</b>	2023
<a href="#">Sawyers Wish</a>	OH	\$343,750	Director Of Development	\$81,571	<b>\$98,434</b>	2023

**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** 27 organizations. Compensation range \$16,605–\$139,234; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$499,448); for reference, expenses \$397,142 and assets \$1,779,752.

**ROLE MATCH** Dawn Baumgardner, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	52 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	52 <sup>nd</sup>
Reportable pay only (column D), adjusted	52 <sup>nd</sup>
All sources (D + E + F), adjusted	48 <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 (Dawn Baumgardner) 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 27 similarly situated organizations (Same NTEE sector (G12), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$65,704 is reasonable (approximately the 52<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.