

Ibttta Foundation

Executive Director / CEO

EIN 208809804

DC · NTEE B99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Patrick Jones, Executive Director / CEO** (\$72,925) against **every comparable organization** that fit the selection criteria — **406** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64th** percentile of comparable organizations within the typical range

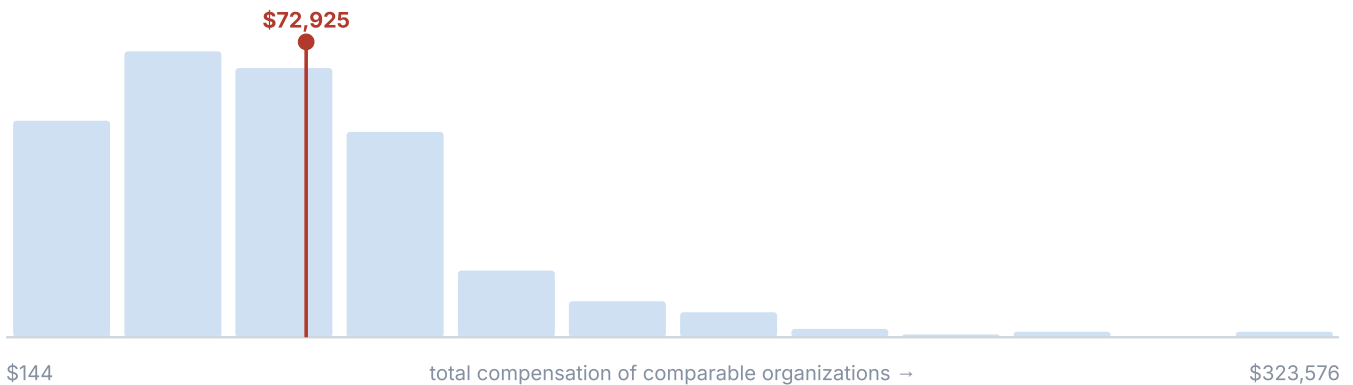
Benchmarked executive: Patrick Jones — reported title “STAFF LIAISON”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

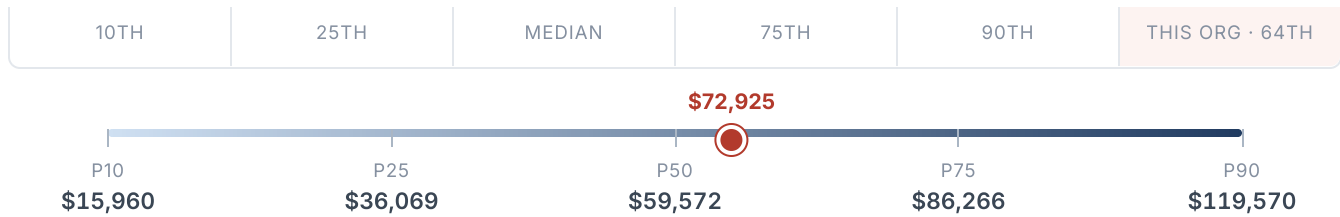
SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$186,562 and \$417,676 — 0.67x to 1.50x the subject's \$278,451 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

406 organizations qualified on sector, size, and geography → **406** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,960	\$36,069	\$59,572	\$86,266	\$119,570	\$72,925
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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 DC 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
Teacher Education Division Of The	VA	\$278,269	Executive Director	\$67,200	\$76,124	2023
Hudson River Park Mothers Group Org	NY	\$278,260	Director	\$130,000	\$130,416	2025
California Academy	CA	\$278,224	Executive Director	\$18,780	\$18,480	2024
Hua Xia South Chinese School Inc	NJ	\$279,100	Vice Principal	\$2,000	\$1,982	2025
Eastern Communication Association	PA	\$277,734	Executive Di	\$15,000	\$17,046	2024
Ace Mentor Program Of Northeast Florida	FL	\$276,952	Director	\$81,963	\$85,482	2025
The Channel Inc	VA	\$280,042	Chief Executive Officer	\$46,420	\$52,584	2023
We Defend Truth	TX	\$276,840	Founder & Ceo	\$72,800	\$85,437	2023
Superseeds	OH	\$276,311	Executive Director	\$50,000	\$60,349	2024
Veritas Christian School Inc	OK	\$280,605	President	\$25,000	\$32,296	2023
The Thrive Network	CO	\$280,673	Executive Director	\$77,584	\$84,776	2024
Garden City Ballet Company	MT	\$275,676	Exec Director	\$66,025	\$79,013	2025
Management & Organizational Behavior	FL	\$281,337	Executive Dir.	\$77,355	\$85,257	2023
Science Sites Inc	MA	\$275,238	President	\$90,000	\$92,163	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bentonville Public School Foundation	AR	\$281,857	Executive Director	\$75,000	\$98,907	2023
American College Of Pediatricians	GA	\$274,826	Executive Director	\$36,152	\$42,647	2023
A One Room Schoolhouse A Hybrid Homeschool Academy	PA	\$274,764	President	\$25,000	\$29,249	2023
J Kirby Simon Foreign Service	DC	\$274,417	Trustee	\$5,000	\$5,000	2024
All Saints' Episcopal School Of Fort	TX	\$282,677	Head Of School	\$33,050	\$37,674	2024
Crsa	CO	\$282,709	Executive Director	\$162,356	\$182,647	2023
Wordwalk Inc	FL	\$274,090	Executive Di	\$3,000	\$3,212	2024
Washington Career And Technical Sports Medicine Association	WA	\$282,916	Executive Director	\$34,450	\$34,242	2025
Catalytic Communities Inc	MD	\$283,144	Executive Director	\$38,400	\$47,356	2021
Harvardwood	CA	\$283,355	Executive Director	\$49,032	\$48,248	2024
Conductability Inc	CA	\$273,357	Program Director	\$113,322	\$111,510	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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	406 organizations. Compensation range \$144–\$323,576; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$278,451); for reference, expenses \$644,435 and assets \$294,062. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Patrick Jones, reported title "STAFF LIAISON", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	29 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	64 th
Total compensation (D + F), as reported (no adjustments)	70 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	99 th

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 (Patrick Jones) 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 406 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,925 is reasonable (approximately the 64th 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.