

Allentown Patriots Athletic Association

Executive Director / CEO

EIN 237402966

PA · NTEE B99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Donald Hunsicker, Executive Director / CEO** (\$14,311) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23rd** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Donald Hunsicker — reported title “Athletic Director”, 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).

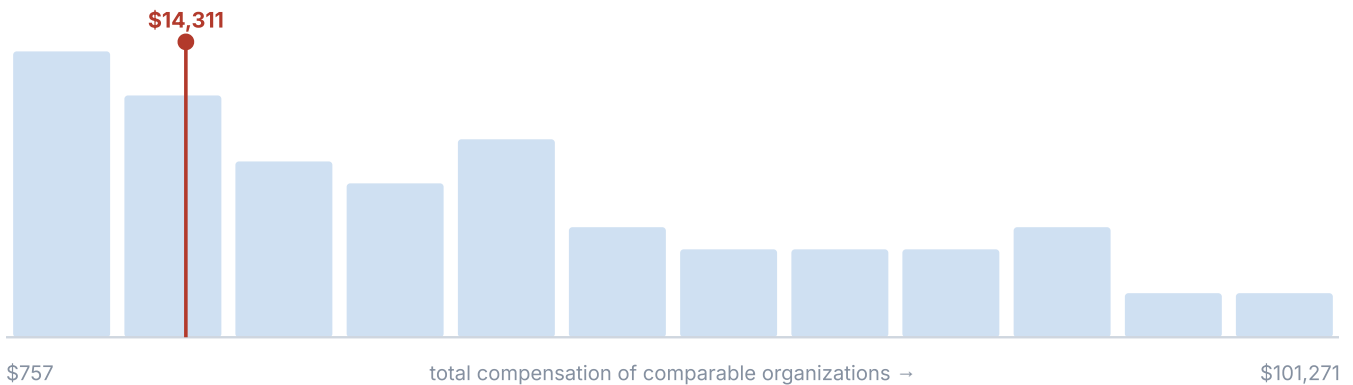
BUDGET Total revenue between \$75,854 and \$169,824 — 0.67x to 1.50x the subject's \$113,216 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography

→ **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,437	\$14,467	\$33,001	\$54,216	\$78,513	\$14,311
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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 PA 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
Longview Isd Foundation Inc	TX	\$113,059	Executive Dir.	\$24,000	\$23,383	2024
Fawcett Memorial Hospital Medical Staff Fund Inc	FL	\$112,922	President	\$1,260	\$1,153	2024
Institute For Postmodern Development Of China	CA	\$112,874	Treasurer	\$6,900	\$5,975	2023
Hoover City Schools Foundation	AL	\$114,734	Executive Director	\$22,663	\$24,552	2023
Aliveo Learning Center Inc	MN	\$114,928	Asst Gmg Mgr/director	\$33,390	\$33,085	2023
Cleveland Jobs With Justice	OH	\$111,199	Director	\$53,000	\$54,675	2024
Kipp Dc Supporting Corp	DC	\$115,564	President, Kipp Dc Pcs (Eff 8/2022)	\$5,754	\$5,063	2023
Sustained Leaders	TX	\$115,736	Ceo	\$15,305	\$14,528	2025
Hearts At Home Inc	KY	\$110,679	President	\$94,000	\$101,271	2023
The Learning And Achievement Foundation Inc	CA	\$108,350	President Director	\$900	\$757	2024
Greater Madison Chamber Of Commerce	WI	\$107,750	President	\$26,461	\$26,917	2024
Association Of Internet Researchers	IL	\$118,897	Associate Coordinator	\$13,328	\$12,763	2024
The Education Policy And Leadership Center	PA	\$105,933	Executive Director	\$15,000	\$14,570	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sweet Onion Christian Learning	GA	\$120,925	Executive Di	\$35,457	\$34,725	2024
North Dakota Farm Bureau Foundation	ND	\$105,298	Sec-treas/executive Vp/ceo	\$69,187	\$73,953	2024
Quality Texas Foundation	TX	\$121,181	Ceo	\$84,333	\$80,048	2025
Project Implicit Inc	MA	\$104,552	Executive Director	\$111,038	\$94,681	2025
Children And Teachers Foundation Of The	IL	\$103,771	President	\$41,706	\$41,116	2023
San Diego Rhythmic Gymnastics Academy	CA	\$122,800	Head Coach	\$25,400	\$22,895	2022
Maryland Bar Foundation Inc	MD	\$102,803	Director	\$15,561	\$14,588	2023
Bangor Area School District	PA	\$101,453	Ex Director	\$11,528	\$11,197	2024
Duranno Father School Usa	WA	\$100,508	President	\$12,000	\$10,465	2024
Sskc Educational Support Inc	MO	\$100,000	Ceo & President/secretary	\$66,164	\$70,272	2023
Tri-state Area Tuition Mission	OH	\$127,906	President	\$23,750	\$24,501	2024
Sachem Professional Development Inc	NY	\$130,134	Tech Director	\$22,000	\$18,864	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA cost of living and 2023 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 PA 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	74 organizations. Compensation range \$757–\$101,271; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$113,216); for reference, expenses \$121,027 and assets \$665,401.
ROLE MATCH	Donald Hunsicker, reported title " <i>Athletic Director</i> ", 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	12 peers 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	23 rd
Total compensation (D + F), as reported (no adjustments)	22 nd
Reportable pay only (column D), adjusted	38 th
All sources (D + E + F), adjusted	22 nd

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 (Donald Hunsicker) 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 74 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,311 is reasonable (approximately the 23rd 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.