

Georgia Athletic Directors Association

Executive Director / CEO

EIN 262751376

GA · NTEE W70

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joe Sanfilippo, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Joe Sanfilippo — 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 (W70).

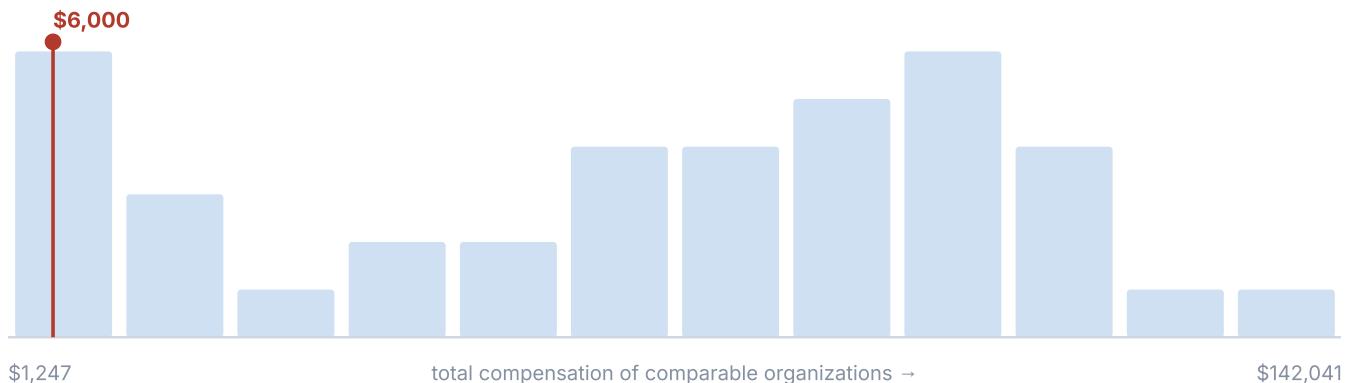
BUDGET Total revenue between \$143,881 and \$322,122 — 0.67x to 1.50x the subject's \$214,748 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (W70), nationwide + budget 0.67–1.5x revenue.

39 organizations qualified on sector, size, and geography

→ **39** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,249

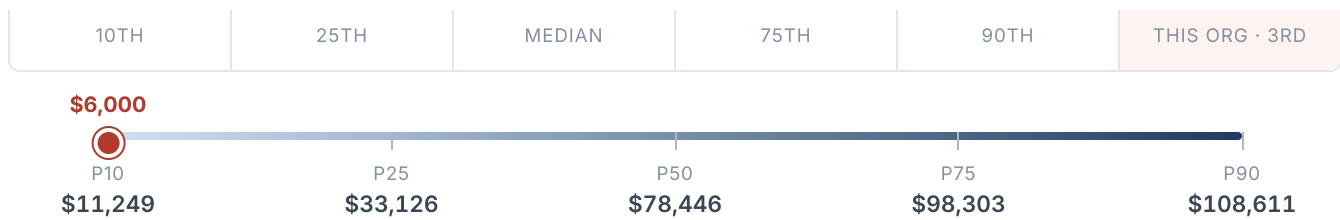
\$33,126

\$78,446

\$98,303

\$108,611

\$6,000



■ 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 GA 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
Catawba Valley Leadership Foundation Inc	NC	\$212,187	Foundation Director	\$42,375	\$43,546	2024
Mclaran Leadership Foundation	OR	\$217,633	Executive Director	\$15,154	\$13,996	2024
Move For America	MN	\$220,083	Executive Director	\$7,500	\$7,589	2023
Shannon Leadership Institute	MN	\$208,093	Executive Director (Through July 2024)	\$12,500	\$12,284	2024
Bold Leadership Network	SC	\$206,208	Secretary	\$18,540	\$19,805	2023
Leadership Lorain County Inc	OH	\$224,812	President & Ceo	\$75,800	\$79,846	2024
Technical College Directors Association	GA	\$204,001	Executive Dir.	\$120,000	\$120,000	2024
Hope Anchor & Crew Inc	IN	\$226,571	President	\$38,077	\$41,115	2023
Rise Up Woman International	IN	\$226,790	President	\$10,500	\$11,338	2023
Lideramos	CO	\$227,132	Executive Dir.	\$102,451	\$97,702	2024
American Leadership Forum Tacoma	WA	\$198,320	President	\$24,700	\$21,426	2025
Leading For Change Inc	AZ	\$231,487	President & Ceo	\$109,740	\$104,964	2024
Greater Missouri Leadership	MO	\$235,713	Executive Di	\$95,000	\$103,027	2023
The Serving Way	PA	\$240,190	President	\$10,667	\$10,892	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Purposequest International Inc	PA	\$242,579	President/chairman	\$10,428	\$10,648	2023
Community Leadership Development Program	NY	\$185,289	President & Ceo	\$76,758	\$71,020	2023
Heartland Center For Leadership	NE	\$183,296	President	\$75,275	\$78,446	2025
Leadership Training International	VA	\$247,977	President/ce	\$81,292	\$78,063	2024
Women Of Color Roar Media	CA	\$249,608	President	\$65,000	\$55,821	2024
Leadership Ashtabula County Inc	OH	\$252,148	Executive Director	\$63,059	\$68,387	2023
Black Leadership & Legacies Inc	IN	\$256,064	President	\$61,500	\$64,502	2024
The Jackson Institute Inc	GA	\$256,657	Chairman	\$142,041	\$142,041	2024
Ventura County Leadership Academy	CA	\$258,726	Executive Director	\$136,277	\$114,017	2025
Leadership Oakland	MI	\$260,741	Executive Director	\$82,000	\$84,176	2024
Board Development Systems Inc	TX	\$267,973	President/ce	\$87,729	\$87,278	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 GA 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	39 organizations. Compensation range \$1,247–\$142,041; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$214,748); for reference, expenses \$310,629 and assets \$239,206. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joe Sanfilippo, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	3 rd

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 (Joe Sanfilippo) 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 39 similarly situated organizations (Same NTEE sector (W70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 3rd 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.