

The Audacia Foundation Inc

Executive Director / CEO

EIN 271426566
 NY · NTEE B90
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Effie Batis, Executive Director / CEO** (\$248,472) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

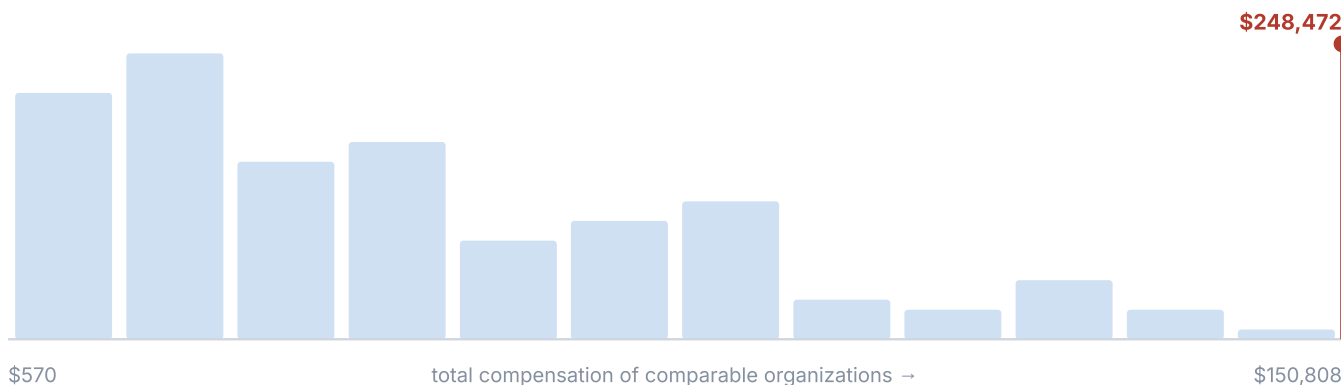
Benchmarked executive: Effie Batis — reported title "PRESIDENT AN", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$94,934 and \$212,539 — 0.67x to 1.50x the subject's \$141,693 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,428	\$19,847	\$38,983	\$67,012	\$95,798	\$248,472
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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
Plantpure Communities Inc	NC	\$141,520	President	\$40,000	\$44,426	2024
Musicians For Education Inc	CA	\$143,416	President/sec	\$48,555	\$45,068	2024
Mine Hill Educational Foundation	NJ	\$143,522	President	\$4,775	\$4,464	2025
Rural Alliance	WA	\$139,800	President	\$82,202	\$79,109	2024
The Gardiner Foundation	NY	\$139,362	President	\$4,000	\$3,885	2024
Monterey County Office Of Education	CA	\$146,573	Cfo	\$60,897	\$58,193	2023
The Blink Foundation Inc	FL	\$147,192	President	\$63,000	\$65,496	2023
The Dental Health Theatre Inc	MO	\$148,037	Co-executive Director	\$42,750	\$50,108	2023
The Machon Inc	MD	\$148,077	Director	\$22,566	\$22,678	2024
Germination Project	PA	\$135,253	Executive Di	\$96,000	\$105,945	2023
New Leaf Collaborative	CA	\$148,557	Executive Director	\$12,300	\$11,754	2023
Montezuma Schools Inc	AZ	\$134,683	Manager	\$21,000	\$22,350	2023
Stamford Polish Saturday School Inc	CT	\$134,652	Director Of Spss	\$9,781	\$9,857	2024
Women Empowering Nations Inc	OK	\$150,850	Executive Director	\$66,995	\$79,296	2024
laapa Foundation	FL	\$151,115	President And Ceo	\$41,231	\$42,864	2023
Pivotal Point Enterprises Inc	FL	\$131,964	Executive Director	\$20,775	\$20,978	2024
Akademia Jana Pawla li - Polish	NJ	\$151,444	Director	\$5,600	\$5,374	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Strategem Learning	CA	\$131,865	President/exec. Dir.	\$20,769	\$19,847	2023
Pathway Community Foundation Corporation	NC	\$131,411	President And Director	\$45,000	\$49,980	2024
Science Play-space Initiative Spi	OH	\$131,287	Executive Di	\$46,800	\$53,281	2024
Wonder Institute	WY	\$153,430	Director Of Wonder Lab	\$91,875	\$108,874	2023
The Ana Grace Project Inc	CT	\$153,958	Executive Director	\$65,000	\$67,445	2023
Youth Of The Diaspora	MD	\$154,314	Co Founder	\$21,380	\$21,486	2024
Washington Home Builders Foundation	WA	\$128,271	Executive Vice President	\$28,993	\$27,902	2024
Big Family Of Michigan Inc	MI	\$127,352	President	\$2,458	\$2,657	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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.

● Sample, role match & sensitivity

PEER COUNT	145 organizations. Compensation range \$570–\$150,808; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$141,693); for reference, expenses \$1,078,407 and assets \$187,927. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Effie Batis, reported title " <i>PRESIDENT AN</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 2 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	96 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 (Effie Batis) 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 145 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$248,472 is reasonable (approximately the 100th 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.