

The Annandale Foundation Inc

Executive Director / CEO

EIN 273444167

GA · NTEE G114

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Adam Pomeranz, Executive Director / CEO** (\$63,193) against **every comparable organization** that fit the selection criteria — **282** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **62nd** percentile of comparable organizations within the typical range

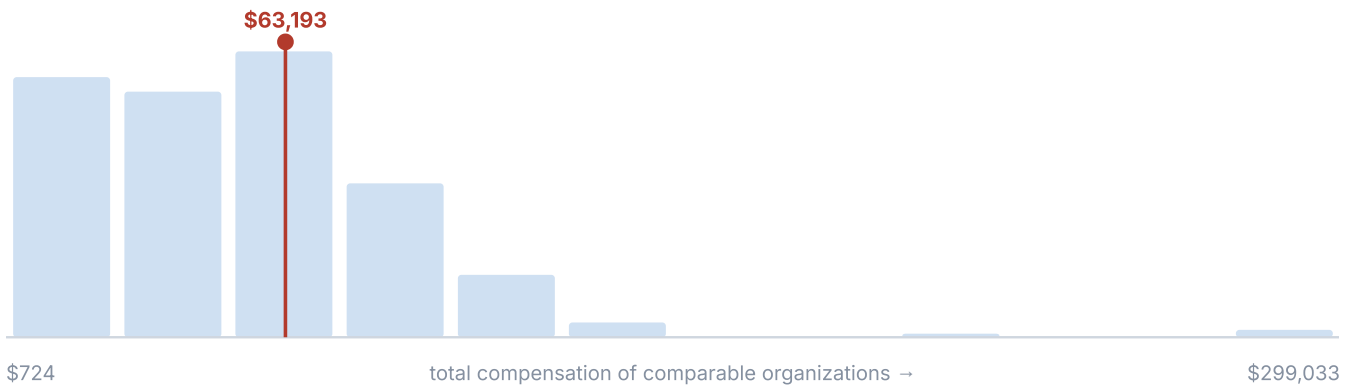
Benchmarked executive: Adam Pomeranz — reported title "PRESIDENT/EXECUTIVE DIRECT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (G114).
BUDGET	Total revenue between \$154,883 and \$346,753 — 0.67x to 1.50x the subject's \$231,169 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (G), nationwide + budget 0.67–1.5x revenue.

282 organizations qualified on sector, size, and geography → **282** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,587	\$25,590	\$52,032	\$73,716	\$92,272	\$63,193
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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 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
Lost Lake Run Inc	AK	\$231,194	President	\$46,234	\$42,700	2024
Asls Incorporated	CA	\$231,051	President	\$8,899	\$7,642	2023
The Michigan Neonatal Biobank Inc	MI	\$230,836	Executive Di	\$82,566	\$82,325	2024
Hull Foundation And Learning	OR	\$231,509	Executive Di	\$52,500	\$47,098	2024
Chiro For The People	ID	\$231,517	Blevins	\$49,161	\$52,012	2023
Iraq Star Inc	CA	\$232,116	President/treasurer	\$108,000	\$92,750	2023
International Association Of Medical	TX	\$232,234	Executive Director	\$68,750	\$64,721	2025
Vision Resource Center	NC	\$229,796	Executive Director	\$62,962	\$62,846	2024
Ok You Inc	OR	\$233,380	Executive Director	\$71,850	\$64,457	2024
Teal Diva	NC	\$233,564	Executive Dir.	\$60,000	\$59,889	2024
Alano Society Of St Louis Mo Inc	MO	\$233,626	Executive Secretary	\$45,000	\$47,402	2023
Goodvision Usa Inc	MA	\$233,920	Executive Dir.	\$22,500	\$20,109	2023
Buddy Cruise Inc	FL	\$234,245	Director	\$21,600	\$20,181	2023
No Stomach For Cancer Inc	WI	\$227,937	Executive Director	\$54,174	\$53,245	2025
American Society Of Ophthalmic Plastic	FL	\$227,357	Exec Director	\$35,000	\$32,700	2023
Hunt2heal	MI	\$226,580	Executive Director	\$56,750	\$55,126	2025
National Kidney Foundation Of Wisconsin Inc	WI	\$235,962	Chief Executive Officer	\$95,000	\$98,673	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Cedar Springs Vision Inc	TX	\$236,404	President/director	\$67,308	\$65,041	2024
Bleeding Disorders Of Kentucky Inc	KY	\$237,150	Executive Di	\$63,000	\$65,385	2024
Texas Interventional Endoscopy Group	TX	\$237,190	Director	\$750	\$724	2024
Candelighters Childhood Cancer Foundation Of Southern Arizona	AZ	\$237,573	Executive Director	\$24,000	\$22,296	2024
Seeds Of Love	PA	\$237,579	Gm/president	\$15,933	\$15,802	2023
Andrews Gift	PA	\$224,716	Board Member	\$16,280	\$15,683	2024
California Nurse-midwives Foundation	CA	\$238,858	Executive Director	\$12,000	\$10,306	2023
Pj Parkinson's Support	TN	\$238,983	Executive Di	\$60,000	\$62,724	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to GA 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 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 282 organizations. Compensation range \$724–\$299,033; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$231,169); for reference, expenses \$631,381 and assets \$11,570,348. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH Adam Pomeranz, reported title "*PRESIDENT/EXECUTIVE DIRECT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 4 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	62 nd
Total compensation (D + F), as reported (no adjustments)	60 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 (Adam Pomeranz) 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 282 similarly situated organizations (Same NTEE major group (G), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$63,193 is reasonable (approximately the 62nd 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.