

# Ah Capital Campaign Inc

Executive Director / CEO

EIN 300756795

GA · NTEE B11

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Rosalyn Merrick, Executive Director / CEO** (\$42,717) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Rosalyn Merrick — reported title “PRESIDENT & CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (B11).

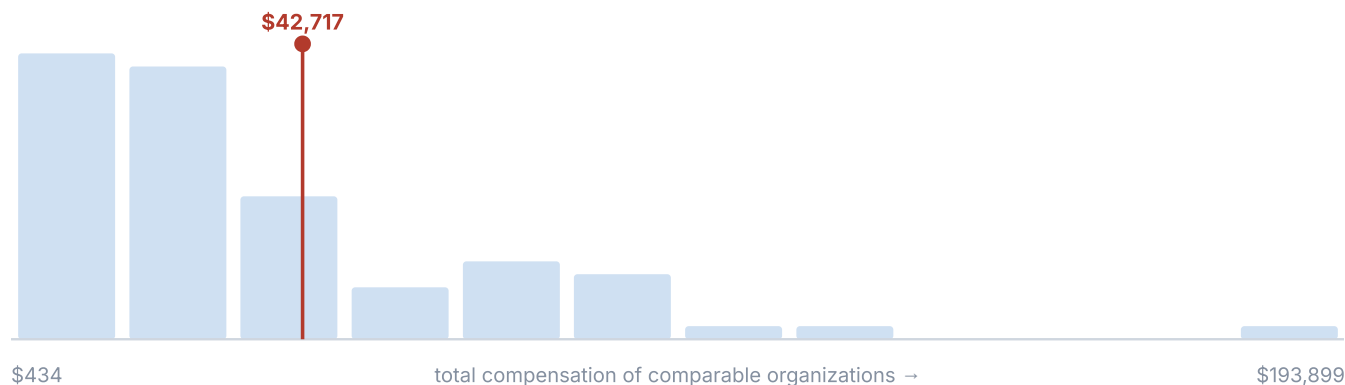
**BUDGET** Total revenue between \$84,810 and \$189,874 — 0.67x to 1.50x the subject's \$126,583 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**72** organizations qualified on sector, size, and geography

→ **72** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,750

\$14,615

\$27,874

\$48,518

\$83,403

**\$42,717**



## ■ 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
<a href="#">Central Washington University Alumni</a>	WA	\$126,733	Executive Director	\$31,835	<b>\$28,347</b>	2024
<a href="#">Our House Community Investment</a>	AR	\$126,049	Vice Chairman	\$11,199	<b>\$12,520</b>	2024
<a href="#">Pots Building For The Future</a>	NY	\$127,704	President	\$18,860	<b>\$16,949</b>	2024
<a href="#">Washburn University Charitable Gift Fund</a>	KS	\$127,901	President	\$49,918	<b>\$52,251</b>	2025
<a href="#">Global Campaign For Education-us</a>	DC	\$129,276	Executive Director	\$114,917	<b>\$100,293</b>	2024
<a href="#">C F Kellogg Est M M Kellogg Unitrust</a>	NY	\$123,733	Trustee	\$18,277	<b>\$16,426</b>	2024
<a href="#">Caribbean Consolidated Schools</a>	PR	\$130,562	Head Of Scho	\$38,000	<b>\$39,122</b>	2023
<a href="#">1910 Properties</a>	WA	\$130,590	President	\$29,159	<b>\$25,964</b>	2024
<a href="#">The Montgomery Academy Foundation</a>	AL	\$131,040	Head Of School	\$19,179	<b>\$21,215</b>	2023
<a href="#">Friends And Foundation</a>	CA	\$122,000	Executive Dir.	\$50,764	<b>\$44,883</b>	2023
<a href="#">Patricia V Damon Scholarship Fund For The</a>	WI	\$131,539	Trustee	\$5,000	<b>\$5,347</b>	2023
<a href="#">Shattuck - St Mary's School</a>	MN	\$131,619	Cfo	\$14,480	<b>\$14,650</b>	2023
<a href="#">Butler Foundation</a>	IN	\$121,511	President	\$64,768	<b>\$67,929</b>	2024
<a href="#">Liberty University Foundation</a>	VA	\$118,139	Director/president	\$17,026	<b>\$16,833</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Extravagant Love Project</a>	PA	\$135,234	Executive Di	\$43,395	<b>\$43,039</b>	2024
<a href="#">Ridgeway Community Association</a>	MN	\$135,697	Secretary/clerk	\$442	<b>\$434</b>	2024
<a href="#">Lps Education Foundation Inc</a>	MI	\$136,977	Executive Director(non-vote)	\$42,850	<b>\$42,853</b>	2025
<a href="#">Montreat College Foundation</a>	NC	\$137,178	Ceo	\$58,089	<b>\$61,457</b>	2023
<a href="#">White Plains Library Foundation Inc</a>	NY	\$138,562	Part Time Executive Direct	\$72,000	<b>\$66,618</b>	2023
<a href="#">West Coast Thunder</a>	CA	\$140,749	Executive Dir.	\$31,268	<b>\$26,853</b>	2024
<a href="#">Bear Valley Usd Education Foundation</a>	CA	\$141,267	President	\$1,910	<b>\$1,598</b>	2025
<a href="#">Ncssm Student &amp; Constituent Support</a>	NC	\$111,609	Executive Director	\$56,657	<b>\$58,222</b>	2024
<a href="#">Patterson Park Public Charter</a>	MD	\$111,386	Executive Director	\$7,600	<b>\$7,275</b>	2023
<a href="#">Simi Valley Education Foundation</a>	CA	\$111,186	Executive Direc	\$33,075	<b>\$28,405</b>	2024
<a href="#">Friends Of Soldiers Memorial Library</a>	ME	\$142,337	Library Director	\$14,153	<b>\$14,511</b>	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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	72 organizations. Compensation range \$434–\$193,899; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$126,583); for reference, expenses \$110 and assets \$10,118,329. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Rosalyn Merrick, reported title " <i>PRESIDENT &amp; CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	44 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	68 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	0 <sup>th</sup>
All sources (D + E + F), adjusted	83 <sup>rd</sup>

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 (Rosalyn Merrick) 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 72 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$42,717 is reasonable (approximately the 68<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.