

# Camp Amnicon Foundation

Executive Director / CEO

EIN 410914504  
 WI · NTEE B90  
 FY ending 2024-12-31  
**June 10, 2026**

This analysis benchmarks the total compensation of **Hannah Damon, Executive Director / CEO** (\$41,688) against **every comparable organization** that fit the selection criteria — **489** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **26<sup>th</sup>** percentile of comparable organizations within the typical range

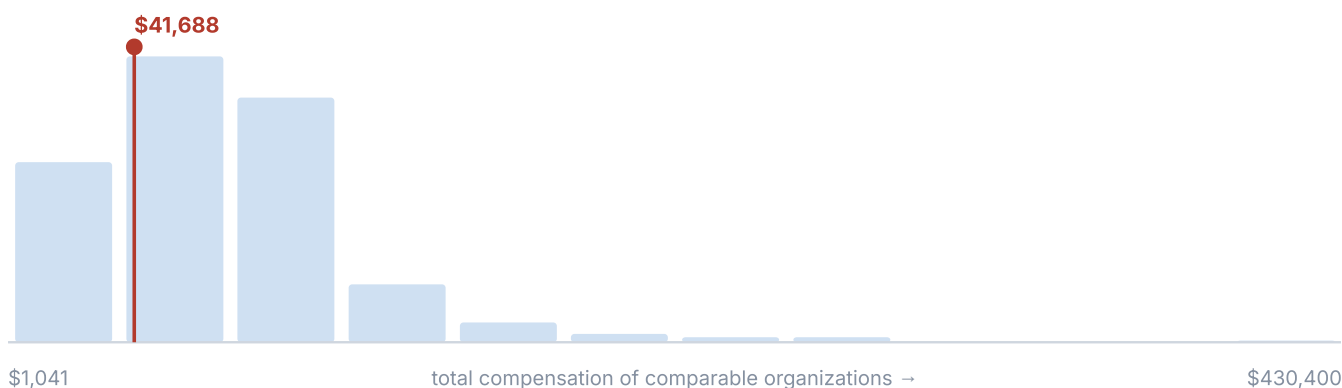
**Benchmarked executive:** Hannah Damon — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B90).
BUDGET	Total revenue between \$315,162 and \$705,588 — 0.67x to 1.50x the subject's \$470,392 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B90), nationwide + budget 0.67–1.5x revenue.

**489** organizations qualified on sector, size, and geography → **489** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,969	\$40,776	\$62,730	\$92,554	\$114,760	<b>\$41,688</b>
----------	----------	----------	----------	-----------	-----------------



## ● 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 WI 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="#">Divas For Social Justice Inc</a>	NY	\$469,867	Founder And Executive Director	\$79,075	<b>\$66,656</b>	2025
<a href="#">Amhe Incorporated</a>	NY	\$471,143	Executive Director	\$34,440	<b>\$29,799</b>	2024
<a href="#">Leadership Johnson County Inc</a>	IN	\$472,891	Executive Di	\$49,967	<b>\$49,154</b>	2025
<a href="#">Bowie Business Innovation Center Inc</a>	MD	\$473,017	Executive Director	\$95,198	<b>\$87,738</b>	2023
<a href="#">National Paideia Center</a>	NC	\$473,359	Executive Di	\$132,065	<b>\$134,521</b>	2023
<a href="#">The Village A Community Musical Art</a>	IN	\$474,167	Executive Di	\$81,506	<b>\$82,302</b>	2024
<a href="#">Hacker Dojo</a>	CA	\$466,493	Executive Director	\$100,000	<b>\$82,682</b>	2024
<a href="#">Cecilia Place Homes Inc</a>	CA	\$465,859	President	\$34,547	<b>\$28,564</b>	2024
<a href="#">Natural Womanhood</a>	TX	\$464,768	President & Ceo	\$107,459	<b>\$102,926</b>	2024
<a href="#">The Legacy Institute</a>	WA	\$476,213	President	\$65,000	<b>\$55,723</b>	2024
<a href="#">Summer On The Hill Inc</a>	NY	\$464,509	Executive Dir.	\$86,848	<b>\$77,364</b>	2023
<a href="#">Improving Schools Inc</a>	DE	\$464,496	President	\$199,838	<b>\$187,361</b>	2024
<a href="#">Well Beyond Academics Inc</a>	CA	\$476,527	Ceo	\$83,865	<b>\$69,341</b>	2024
<a href="#">Hannah Project Partnership For Academic Achievement</a>	CA	\$463,193	Execurive Director	\$78,000	<b>\$66,397</b>	2023
<a href="#">Jose Valdes Math Foundation</a>	CA	\$463,096	Executive Director	\$105,000	<b>\$86,816</b>	2024
<a href="#">The Midas Collaborative Inc</a>	MA	\$477,798	Executive Di	\$101,487	<b>\$89,903</b>	2023
<a href="#">Maine Resilience Building Network</a>	ME	\$477,878	Executive Di	\$113,253	<b>\$111,795</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mindpeace Cincinnati</a>	OH	\$478,220	Executive Director	\$120,640	<b>\$122,348</b>	2024
<a href="#">Walled Lake Central Music Boosters</a>	MI	\$462,525	Treasurer	\$8,930	<b>\$8,598</b>	2025
<a href="#">Tech Valley Center Of Gravity Inc</a>	NY	\$478,374	Facilities D	\$63,150	<b>\$56,254</b>	2023
<a href="#">Wooden Fish Parents First</a>	OR	\$462,267	Executive Di	\$9,880	<b>\$9,045</b>	2023
<a href="#">Charter Facility Solutions</a>	CO	\$478,719	Executive Director	\$240,590	<b>\$227,421</b>	2023
<a href="#">New York City Tourism Foundation Inc</a>	NY	\$461,770	President	\$102,700	<b>\$91,485</b>	2023
<a href="#">Hospitality Mn Education Foundation</a>	MN	\$460,805	President/ceo	\$10,947	<b>\$10,357</b>	2024
<a href="#">Backcountry Medical Guides</a>	WA	\$480,581	President	\$71,982	<b>\$61,708</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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	<b>489</b> organizations. Compensation range \$1,041–\$430,400; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$470,392); for reference, expenses \$464,302 and assets \$583,643.
ROLE MATCH	Hannah Damon, reported title " <i>Director</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 13 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	26 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	24 <sup>th</sup>
Reportable pay only (column D), adjusted	18 <sup>th</sup>
All sources (D + E + F), adjusted	23 <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 (Hannah Damon) 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 10, 2026, comparing compensation against 489 similarly situated organizations (Same NTEE sector (B90), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$41,688 is reasonable (approximately the 26<sup>th</sup> 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 10, 2026.