

Bumblebee Foundation Inc

Executive Director / CEO

EIN 452442151

CA · NTEE E86

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Heather S Donatini, Executive Director / CEO** (\$64,500) against **every comparable organization** that fit the selection criteria — **62** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **34th** percentile of comparable organizations within the typical range

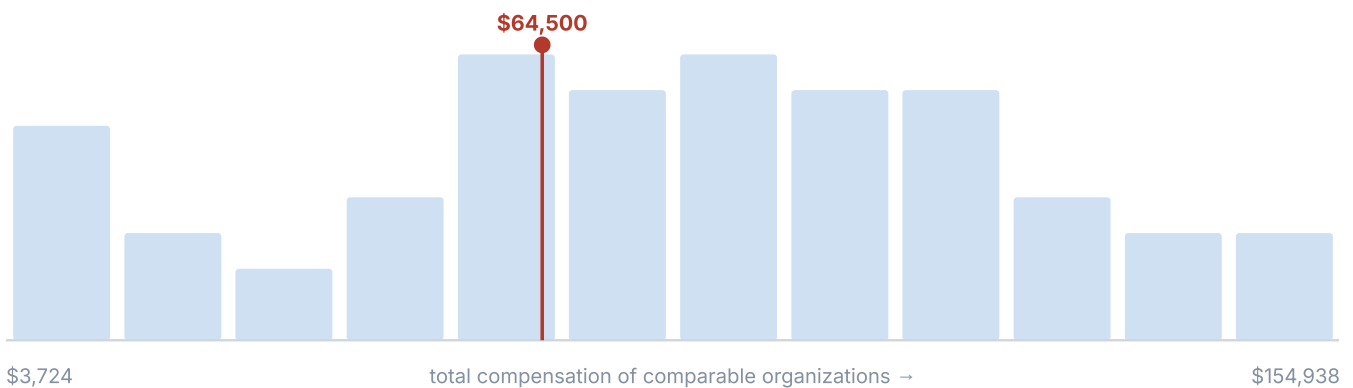
Benchmarked executive: Heather S Donatini — reported title “EX.DIR./SECR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E86).
BUDGET	Total revenue between \$331,020 and \$741,091 — 0.67x to 1.50x the subject's \$494,061 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E86), nationwide + budget 0.67–1.5x revenue.

62 organizations qualified on sector, size, and geography → **62** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,308	\$56,095	\$82,152	\$106,270	\$128,912	\$64,500
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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 CA 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
Dream Day Foundation Inc	LA	\$497,110	Executive Director	\$85,000	\$108,392	2024
Game Day Memories	CO	\$498,282	President	\$66,183	\$75,664	2023
Healing Hoof Steps Corporation	FL	\$487,946	Ceo	\$49,080	\$53,395	2024
Kelly Anne Dolan Memorial Fund	PA	\$483,691	Executive Director	\$87,000	\$100,474	2024
Care Fund	AZ	\$483,071	Executive Di	\$114,045	\$127,017	2024
Power For Parkinsons	TX	\$480,850	Executive Director/ex-officio Board Chair	\$85,000	\$101,376	2023
Blue Skies Ministries Inc	GA	\$521,602	Director	\$120,960	\$140,849	2024
Patrick Place-a Comfort Care Home Inc	NY	\$465,622	House Director	\$43,182	\$45,189	2024
Parents And Friends Of Children	AR	\$465,334	Executive Director	\$114,680	\$153,692	2023
Aunt Susie's Cancer Wellness Center	OH	\$464,586	President & Ceo (Began Aug 2024)	\$5,292	\$6,491	2024
Victory Gallop Inc	OH	\$523,717	Co-exec. Dir	\$82,038	\$100,626	2024
Brain Treatment Foundation	TX	\$524,918	Chairman	\$72,917	\$84,470	2024
Ronald Mcdonald House Trust Fund	KY	\$457,279	Chief Executive Officer	\$31,964	\$39,770	2024
Hospital Hospitality House Of	MI	\$531,457	Executive Di	\$60,900	\$72,796	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
In The Pink Boutique Inc	FL	\$455,848	Ceo & Direct	\$40,200	\$43,734	2024
Kaitlyn's Cottage Inc	OH	\$447,376	Trustee/ceo	\$14,012	\$17,187	2024
Hanson House Foundation Inc	CA	\$445,045	Executive Dir.	\$55,086	\$56,713	2023
All Out Adventures Inc	MA	\$548,035	Executive Director	\$102,467	\$106,634	2024
Common Ground Society	CA	\$438,922	—	\$114,708	\$111,751	2025
Sobriety Foundation	UT	\$436,521	Advocate	\$12,734	\$15,093	2024
Open Arts Alliance Inc	CT	\$435,833	Executive Dir.	\$3,846	\$4,069	2025
The Ashley Lauren Foundation Inc	NJ	\$552,324	Executive Director	\$38,000	\$39,291	2024
The Holiday Heroes Foundation Inc	IL	\$433,342	Executive Di	\$82,500	\$93,928	2024
Children Of Bellevue Inc	NY	\$419,084	Executive Director Until 10/2024	\$148,058	\$154,938	2024
Neuroendocrine Cancer Foundation	CA	\$418,963	Director, Executive Director, Treasurer	\$82,016	\$82,016	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 62 organizations. Compensation range \$3,724–\$154,938; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$494,061); for reference, expenses \$501,312 and assets \$564,424.

ROLE MATCH Heather S Donatini, reported title "EX.DIR./SECR", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

RELATED-ORG PAY 4 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	34 th
Total compensation (D + F), as reported (no adjustments)	45 th
Reportable pay only (column D), adjusted	34 th
All sources (D + E + F), adjusted	27 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 (Heather S Donatini) 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 62 similarly situated organizations (Same NTEE sector (E86), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,500 is reasonable (approximately the 34th 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.