

Arizona Motorcycle Safety And Awareness Foundation

Executive Director / CEO

EIN 453063373
 AZ · NTEE M40
 FY ending 2023-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Mick Degn, Executive Director / CEO** (\$43,000) against **every comparable organization** that fit the selection criteria — **26** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **42nd** percentile of comparable organizations within the typical range

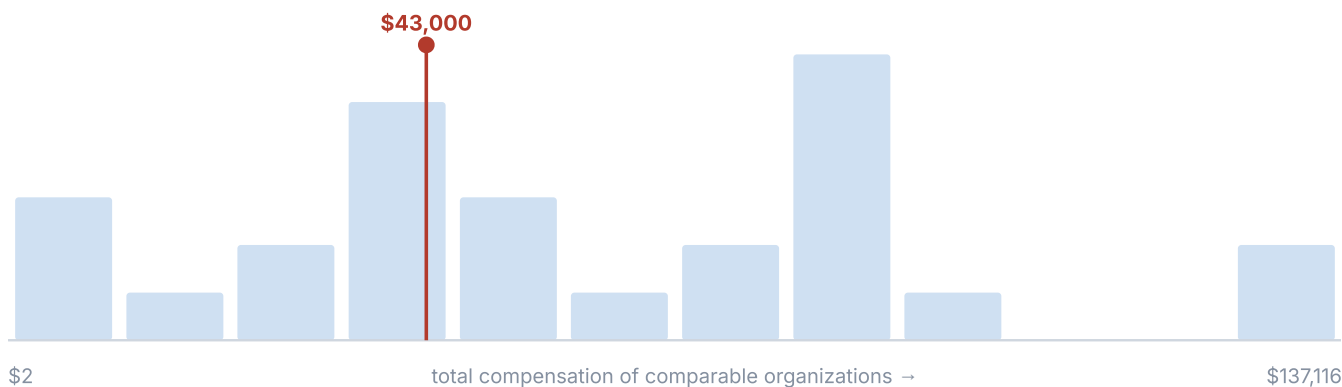
Benchmarked executive: Mick Degn — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M40).
BUDGET	Total revenue between \$167,321 and \$374,599 — 0.67x to 1.50x the subject's \$249,733 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M40), nationwide + budget 0.67–1.5x revenue.

26 organizations qualified on sector, size, and geography → **26** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,138 10TH	\$36,058 25TH	\$53,675 MEDIAN	\$81,996 75TH	\$91,626 90TH	\$43,000 THIS ORG · 42ND
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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 AZ 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
Sass Go	SC	\$251,510	President	\$79,897	\$84,183	2024
Tonto Recreation Alliance Inc	AZ	\$246,291	President Executive Director	\$40,468	\$39,307	2024
The West Central Montana Avalanche	MT	\$253,739	Executive Dir.	\$71,680	\$80,342	2023
Community Alliance For Teen Safety	NH	\$256,591	Executive Director	\$38,152	\$35,579	2024
Volunteer Firemans Association Of Cambria County And Vicinity	PA	\$241,676	President	\$150	\$156	2023
Greenville Area Parkinsons Society	SC	\$271,642	Executive Director	\$81,000	\$85,345	2024
Waterfront Education	CA	\$275,021	President	\$13,513	\$12,630	2022
Metropolitan Safety Council Of	LA	\$222,087	President, Director	\$33,963	\$37,771	2024
National Committee On Uniform Traffic Control Devices	AZ	\$218,831	Executive Secretary	\$87,750	\$85,232	2024
Kauai Sailing Association	HI	\$214,355	Treasurer	\$40,275	\$37,494	2023
Chautauqua Children's Safety	NY	\$211,744	Executive Di	\$81,073	\$73,990	2024
Bike Walk Macon Inc	GA	\$203,275	Ececutive Di	\$54,600	\$55,447	2024
Bikemore Inc	MD	\$300,750	Executive Director	\$86,000	\$81,204	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Project Childsafe Inc	CT	\$196,137	Assistant Secretary	\$106,126	\$97,906	2025
The 247 Movement	TN	\$189,904	Executive Di	\$46,335	\$49,190	2024
National Safety Council Ohio Chapter	OH	\$188,834	Executive Director	\$56,160	\$58,527	2025
Veteran Sailing Inc	FL	\$183,464	Secretary	\$2	\$2	2024
Wyoming-montana Safety Council	WY	\$318,143	Executive Director	\$78,074	\$82,260	2025
Educators School Safety Network	OH	\$176,215	Director Of Programs	\$39,758	\$42,529	2024
Bikehouston Inc	TX	\$173,613	Executive Director	\$135,721	\$137,116	2024
National Center For Urban Operations Inc	NY	\$330,379	Director	\$55,240	\$51,903	2023
Revved Up Kids Inc	GA	\$168,897	Executive Di	\$29,608	\$30,068	2024
Los Gatos Monte Sereno Safe Routes	CA	\$333,345	Executive Dir.	\$9,000	\$7,646	2025
Safe 2 School	CA	\$344,963	Executive Dir.	\$86,771	\$75,674	2024
Tree Care Industry	NH	\$356,090	Past Cfo	\$29,536	\$27,545	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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 AZ 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	26 organizations. Compensation range \$2–\$137,116; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$249,733); for reference, expenses \$248,550 and assets \$120,443.
ROLE MATCH	Mick Degn, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 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	42 nd
Total compensation (D + F), as reported (no adjustments)	42 nd
Reportable pay only (column D), adjusted	46 th
All sources (D + E + F), adjusted	38 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 (Mick Degn) 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 26 similarly situated organizations (Same NTEE sector (M40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,000 is reasonable (approximately the 42nd 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.