

Sickle Cell Foundation Of Arizona Inc

Executive Director / CEO

EIN 460741040
 AZ · NTEE H43
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Asuquo Moses Akpan, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **115** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **45th** percentile of comparable organizations within the typical range

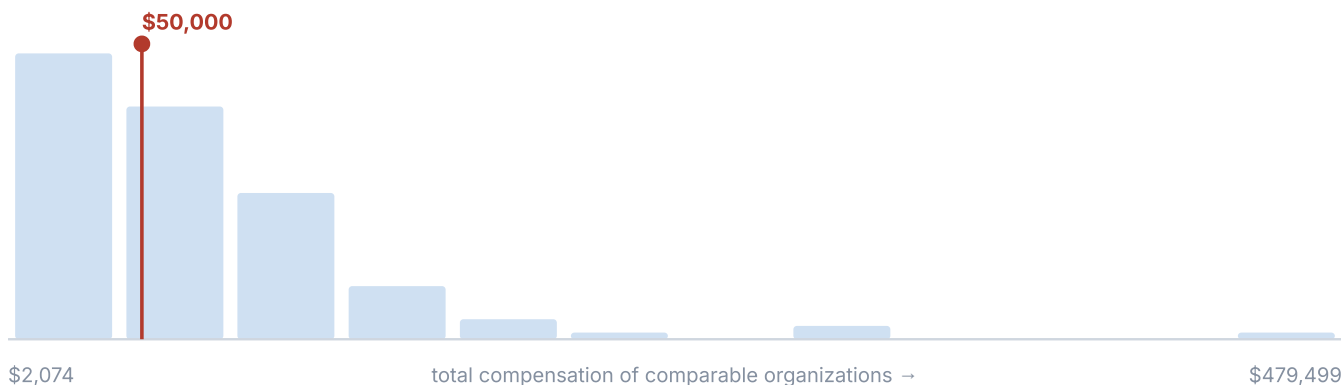
Benchmarked executive: Asuquo Moses Akpan — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (H43).
BUDGET	Total revenue between \$182,410 and \$408,382 — 0.67x to 1.50x the subject's \$272,255 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (H), nationwide + budget 0.67–1.5x revenue.

115 organizations qualified on sector, size, and geography → **115** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$22,500	\$34,707	\$55,565	\$93,338	\$131,092	\$50,000
----------	----------	----------	----------	-----------	----------



● 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
Neuro-optometric Rehabilitation Asc Inc	TX	\$273,821	Executive Director	\$62,883	\$63,530	2024
Aspen Rhoads Research Foundation Inc	MD	\$275,117	Chief Executive Officer	\$23,700	\$22,378	2024
Medical Staff Of Regional Medical Center	CA	\$275,354	President	\$120,000	\$107,744	2023
Childrens Airway First Foundation	TX	\$267,498	Director And President	\$40,000	\$41,605	2023
International Alliance For Phytobiomes	WI	\$265,426	Executive Director	\$60,602	\$65,809	2023
Asxl Rare Research Endowment Foundation	ME	\$283,786	Executive Director	\$105,900	\$110,263	2023
The Norma Livingston Ovarian Cancer	AL	\$284,799	Executive Director	\$79,417	\$89,212	2023
National Autism Association Inc	RI	\$285,344	President	\$65,000	\$64,808	2023
Carol M Baldwin Breast Cancer Research	NY	\$286,034	Executive Director	\$103,504	\$97,251	2023
The Ros1ders Inc	CA	\$286,612	Executive Dir.	\$9,361	\$8,405	2023
Mcgrorty Foundation	NY	\$257,595	President	\$8,000	\$7,517	2023
A Glimmer Of Hope Inc	PA	\$256,560	Executive Director	\$17,800	\$18,457	2023
Ibrea Foundation	NY	\$255,669	Director/sec	\$36,000	\$32,855	2024
Albie Aware Inc	CA	\$288,875	Executive Director	\$111,546	\$100,154	2023
Can Do Houston	TX	\$255,316	Executive Di	\$59,750	\$60,365	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Cardiovascular Medicine And Research	CA	\$289,213	Ceo/president	\$34,150	\$29,782	2024
National Canine Cancer Foundation Inc	AZ	\$289,739	Director	\$40,728	\$39,560	2024
National Bone Marrow Transplant Link	MI	\$290,191	Executive Director	\$84,103	\$85,413	2025
Caroline Symmes Inc	IN	\$290,676	President	\$8,333	\$8,875	2024
Conquering Congenital Heart Disease	WI	\$291,957	Former Executive Director	\$38,461	\$41,766	2023
Laughlin Family Foundation For Rare Canc	MD	\$252,531	Executive Director	\$96,500	\$93,809	2023
Maryland Association For Parkinson	MD	\$252,158	Pres/exec Dir	\$29,777	\$28,116	2024
Lizzys Walk Of Faith	MO	\$252,032	President	\$41,600	\$44,501	2024
International Biomedical Research	DC	\$292,601	President	\$140,000	\$124,078	2024
Conference For The Model	AZ	\$250,244	Executive Dir.	\$54,644	\$53,076	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 115 organizations. Compensation range \$2,074–\$479,499; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$272,255); for reference, expenses \$289,044 and assets \$16,159.

ROLE MATCH	Asuquo Moses Akpan, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	45 th
Total compensation (D + F), as reported (no adjustments)	43 rd
Reportable pay only (column D), adjusted	47 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 (Asuquo Moses Akpan) 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 115 similarly situated organizations (Same NTEE major group (H), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 45th 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.