

Fca Conferences Llc

Executive Director / CEO

EIN 462756205

IL · NTEE B03

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Anthony Darkangelo, Executive Director / CEO** (\$64,104) against **every comparable organization** that fit the selection criteria — **415** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **84th** percentile of comparable organizations within the typical range

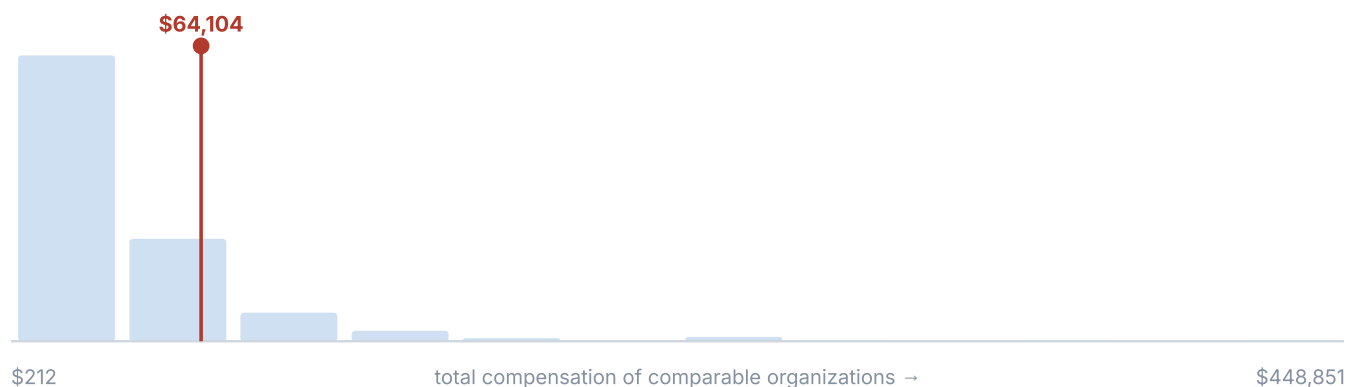
Benchmarked executive: Anthony Darkangelo — reported title “DIRECTOR; EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B03).
BUDGET	Total revenue between \$57,123 and \$127,888 — 0.67x to 1.50x the subject's \$85,259 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

415 organizations qualified on sector, size, and geography → **415** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,629	\$11,318	\$27,536	\$49,386	\$77,675	\$64,104
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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 IL 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
Empowerment Media Inc	FL	\$85,286	Ceo	\$21,996	\$21,018	2024
The Buck Scholars Association Inc	CA	\$85,060	Executive Director	\$42,500	\$38,431	2023
New Vision For Children And Families Services Inc	NY	\$84,688	President	\$30,500	\$28,862	2023
Bay Area Financial Educ Foundation	CA	\$86,047	Executive Director	\$31,350	\$27,536	2024
United Association Scholarship Trust	MD	\$86,082	Trustee	\$154,691	\$147,105	2024
Dr Sandor & Berthe Benedek	NY	\$84,255	Director	\$26,617	\$25,187	2023
Blackstone Valley Education Foundation Inc	MA	\$84,170	Executive Director	\$52,400	\$46,661	2025
Denver Center For International Studies Foundation	CO	\$86,353	Executive Director	\$54,750	\$53,400	2024
Sartell-st Stephen Education Foundation	MN	\$86,602	Exec Consultant/pres (Beg 2/2024)	\$10,800	\$10,855	2024
Perry Presbyterian Playschool Inc	GA	\$86,608	Director	\$14,582	\$14,914	2024
Maxmath Tutoring Online Maryland Branch Inc	MD	\$86,664	Executive-director	\$5,205	\$4,950	2024
Lake Memorial Library Fund	MS	\$86,722	Trustee	\$18,489	\$20,946	2024
Fcps Foundation	CA	\$86,796	Chair	\$30,990	\$28,023	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Freeport Area School District	PA	\$83,655	Executive Di	\$15,000	\$15,665	2023
Maxmath Tutoring Online South Carolina Branch	SC	\$86,937	Ceo	\$5,205	\$5,523	2024
Hamlin Memorial Library	PA	\$83,507	Executive Dir.	\$30,643	\$31,083	2024
Secular Communities For Arizona Inc	AZ	\$87,047	Executive Director	\$70,833	\$69,292	2024
Uncw Corporation li	NC	\$83,356	President	\$46,916	\$48,038	2025
Maxmath Tutoring Online Inc Texas Branch	TX	\$87,172	Executive Director	\$5,205	\$5,296	2024
Lavaca Historical Museum	TX	\$83,283	Treasurer	\$6,133	\$6,080	2025
Chris Kolenda Saber Six Foundation	WI	\$87,451	Executive Director	\$68,908	\$75,363	2023
Supporters Of Summit Inc	CO	\$83,050	Ex Officio	\$43,907	\$44,090	2023
Portville Free Library	NY	\$82,993	Manager	\$46,200	\$42,464	2024
The College Of Exploration	VA	\$87,643	President	\$8,043	\$8,133	2023
Air Traffic Control Scholarship Fund	VA	\$82,848	President And Ceo (Former)	\$42,750	\$41,986	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **415** organizations. Compensation range \$212–\$448,851; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$85,259); for reference, expenses \$206,304 and assets \$51,949. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Anthony Darkangelo, reported title " <i>DIRECTOR; EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	114 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	21 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	84 th
Total compensation (D + F), as reported (no adjustments)	84 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	91 st

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 (Anthony Darkangelo) 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 415 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$64,104 is reasonable (approximately the 84th 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.