

# Student-athletes Organized To Under

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Donald Curtis, Executive Director / CEO** (\$86,400) against **every comparable organization** that fit the selection criteria — **444** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

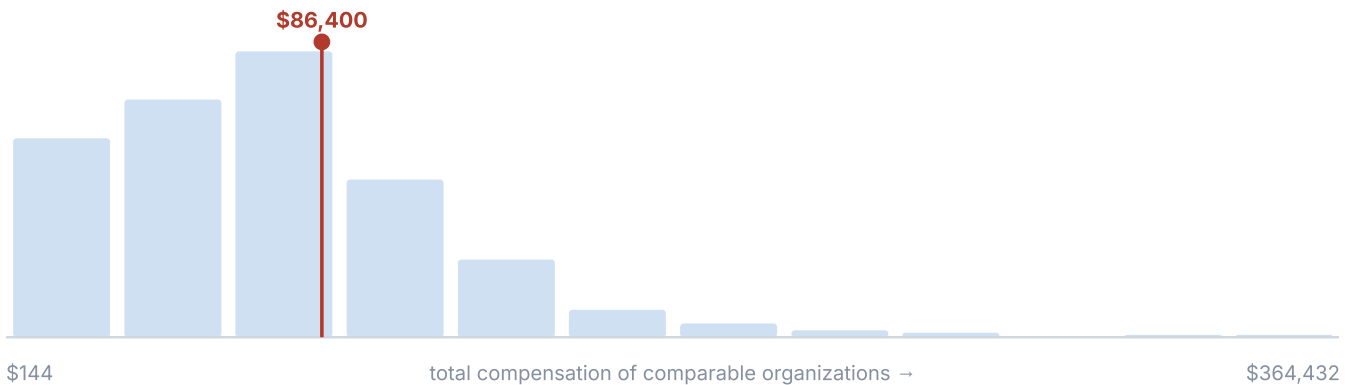
**Benchmarked executive:** Donald Curtis — reported title “Director”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B99).
BUDGET	Total revenue between \$250,798 and \$561,489 — 0.67x to 1.50x the subject's \$374,326 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B99), nationwide + budget 0.67–1.5x revenue.

**444** organizations qualified on sector, size, and geography → **444** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$16,865	\$39,474	\$67,147	\$98,172	\$131,748	\$86,400
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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 DC 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="#">Behawaiiorg</a>	HI	\$374,360	Executive Director (Aug - Dec)	\$60,953	<b>\$64,024</b>	2023
<a href="#">Siddhartha School Partnership</a>	ME	\$374,532	Executive Director	\$33,833	<b>\$38,607</b>	2024
<a href="#">Plumfield Academy Inc</a>	MA	\$374,824	President	\$43,304	<b>\$45,654</b>	2023
<a href="#">Process Work Institute</a>	OR	\$373,574	Executive Di	\$76,550	<b>\$78,922</b>	2025
<a href="#">Franklin Tomorrow Inc</a>	TN	\$373,443	Chief Executive Officer	\$87,779	<b>\$105,145</b>	2024
<a href="#">Project Light Of Manatee Inc</a>	FL	\$373,007	Executive Director	\$83,700	<b>\$89,603</b>	2024
<a href="#">Challenge Sonoma Adventure</a>	CA	\$372,717	Director	\$34,680	<b>\$34,126</b>	2024
<a href="#">Bethel Enrichment Center Incorporated</a>	NC	\$376,665	Vice President	\$135	<b>\$159</b>	2024
<a href="#">Women In Neuroscience</a>	TX	\$376,881	Interim Executive Director	\$57,000	<b>\$64,975</b>	2024
<a href="#">If You Heard What I Heard Inc</a>	CA	\$371,217	Director/chair	\$8,332	<b>\$8,199</b>	2024
<a href="#">Mcminnville Christian Academy</a>	OR	\$377,691	Principal	\$15,900	<b>\$17,324</b>	2023
<a href="#">The Savannah Book Festival Inc</a>	GA	\$370,657	Executive Di	\$61,000	<b>\$71,959</b>	2023
<a href="#">Kingdom Classical Academy</a>	PA	\$378,121	Head Of School & President	\$23,332	<b>\$27,298</b>	2023
<a href="#">National Center For Entrepreneurship And Innovation</a>	DC	\$370,000	President	\$28,421	<b>\$29,260</b>	2023
<a href="#">The Caterpillar Lab</a>	NH	\$369,884	Executive Director	\$62,181	<b>\$65,429</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Building Equity Aspiration Resilience</a>	CA	\$378,984	President Ceo	\$104,000	<b>\$105,360</b>	2023
<a href="#">Sylvan Robotics</a>	OH	\$368,756	Executive Dir.	\$119	<b>\$144</b>	2024
<a href="#">The Resiliency Collaborative Inc</a>	NC	\$368,490	Executive Director Former	\$84,540	<b>\$99,543</b>	2024
<a href="#">Kentucky Center For Public Service Journalism</a>	KY	\$368,320	President	\$75,200	<b>\$94,787</b>	2023
<a href="#">Aamva Region I Inc</a>	VA	\$367,811	Director, Regions I & II	\$15,357	<b>\$17,397</b>	2023
<a href="#">The Growing Tree Learning Center</a>	VA	\$366,924	Administrator	\$49,885	<b>\$56,509</b>	2023
<a href="#">Farms To Grow Inc</a>	CA	\$366,693	Executive Dir.	\$35,500	<b>\$35,965</b>	2023
<a href="#">The Hive Dgo</a>	CO	\$366,407	Executive Dir.	\$54,248	<b>\$59,277</b>	2024
<a href="#">Oakland Digital Arts And Literacy Center Inc</a>	CA	\$382,357	Executive Director	\$94,800	<b>\$96,040</b>	2023
<a href="#">North Korea Human Rights Watch</a>	OH	\$365,913	Program Dire	\$80,000	<b>\$99,410</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC 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 DC 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** 444 organizations. Compensation range \$144–\$364,432; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$374,326); for reference, expenses \$397,676 and assets \$83,354.

ROLE MATCH	Donald Curtis, 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	30 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	74 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	60 <sup>th</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 (Donald Curtis) 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 444 similarly situated organizations (Same NTEE sector (B99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$86,400 is reasonable (approximately the 66<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.