

# Pelican Action Inc

Executive Director / CEO

This analysis benchmarks the total compensation of **Daniel J Erspamer, Executive Director / CEO** (\$71,858) against **every comparable organization** that fit the selection criteria — **222** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 91<sup>st</sup> percentile of comparable organizations**

above the 90th percentile — board review recommended

**Benchmarked executive:** Daniel J Erspamer — 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 (O99).

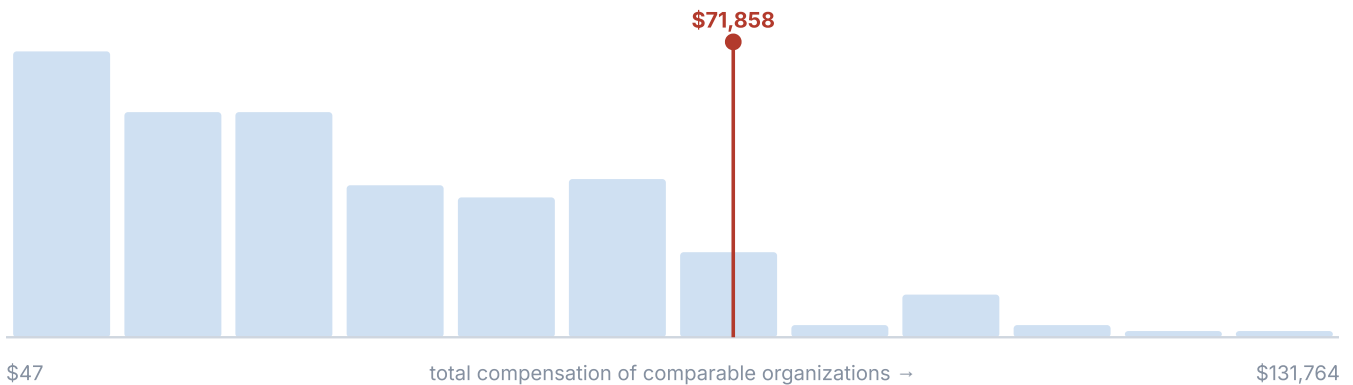
**BUDGET** Total revenue between \$87,940 and \$196,881 — 0.67x to 1.50x the subject's \$131,254 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (O), nationwide + budget 0.67–1.5x revenue.

**222** organizations qualified on sector, size, and geography

→ **222** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,995

\$15,402

\$29,859

\$53,004

\$68,029

**\$71,858**



## ● 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 LA 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="#">Project Impact South Bend Inc</a>	IN	\$130,858	Director	\$9,600	<b>\$9,194</b>	2024
<a href="#">The Joey Arrietta Foundation</a>	OH	\$130,731	President/di	\$55,240	<b>\$54,704</b>	2023
<a href="#">All4love</a>	MD	\$132,116	Executive Director	\$33,908	<b>\$29,640</b>	2023
<a href="#">Color Outside The Lines</a>	OR	\$130,243	Executive Director	\$45,000	<b>\$39,072</b>	2023
<a href="#">Rip City Foundation</a>	MI	\$129,792	Secy Treas.	\$20,800	<b>\$19,497</b>	2024
<a href="#">Eleanor Johnson Youth Center Inc</a>	FL	\$129,459	Director	\$37,949	<b>\$32,376</b>	2024
<a href="#">Makaha Cultural Learning Center</a>	HI	\$128,555	President	\$21,008	<b>\$17,586</b>	2023
<a href="#">Girl Scouts Of Northeast Texas Endowment</a>	TX	\$128,478	Ceo	\$36,402	<b>\$33,069</b>	2024
<a href="#">Alliance Of Elite Youth Leadership</a>	TX	\$128,237	Excecutive D	\$68,309	<b>\$62,054</b>	2024
<a href="#">The Child And Family Foundation Inc</a>	MD	\$128,051	Executive Director	\$58,077	<b>\$49,310</b>	2024
<a href="#">Academic Link Outreach Nfp</a>	WA	\$134,482	Vice President	\$52,002	<b>\$43,530</b>	2023
<a href="#">Faith Baptist Church Of Coram Youth Awareness Inc</a>	NY	\$127,653	Employee	\$18,200	<b>\$15,377</b>	2023
<a href="#">Daytona Beach Sports Club Inc</a>	FL	\$127,128	President	\$1,000	<b>\$853</b>	2024
<a href="#">Boys &amp; Girls Club Foundation</a>	IL	\$126,002	Ceo	\$11,012	<b>\$9,832</b>	2024
<a href="#">Boxwood Learning Center Inc</a>	NJ	\$136,522	Ceo	\$2,544	<b>\$2,124</b>	2023
<a href="#">The Third Story Inc</a>	CO	\$125,746	President	\$70,391	<b>\$63,108</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Annual Hawaii Convention Inc</a>	HI	\$137,287	Secretary	\$4,500	<b>\$3,767</b>	2023
<a href="#">Guadalupe County Youth</a>	TX	\$137,327	Secretary	\$2,000	<b>\$1,770</b>	2025
<a href="#">National Association For Kidpreneurs</a>	DC	\$137,334	President	\$20,000	<b>\$16,410</b>	2023
<a href="#">Fairbanks Tennis Association</a>	AK	\$124,543	Vice President, Treasurer	\$2,150	<b>\$1,922</b>	2023
<a href="#">Student Angler Tournament Trail</a>	MN	\$138,036	President & Treasurer	\$4,000	<b>\$3,695</b>	2023
<a href="#">Harbor Hoops Ltd</a>	NY	\$124,275	President	\$20,000	<b>\$16,413</b>	2024
<a href="#">Livelikejohnny Foundation</a>	TX	\$124,072	Executive Director	\$28,654	<b>\$26,030</b>	2024
<a href="#">Living Hope Ministries</a>	MN	\$123,632	Exec Dir/pre	\$30,325	<b>\$28,016</b>	2023
<a href="#">Girls Rock Philly</a>	PA	\$138,977	Program Director	\$70,000	<b>\$65,268</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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** 222 organizations. Compensation range \$47–\$131,764; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$131,254); for reference, expenses \$180,826 and assets \$67,171.

**ROLE MATCH** Daniel J Erspamer, reported title "*DIRECTOR*", 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** 16 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 2 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	91 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	87 <sup>th</sup>
Reportable pay only (column D), adjusted	73 <sup>rd</sup>
All sources (D + E + F), adjusted	99 <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 (Daniel J Erspamer) 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 222 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$71,858 is reasonable (approximately the 91<sup>st</sup> 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.