

Boca Raton Acquatics Inc

Executive Director / CEO

EIN 464012011

FL · NTEE W99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Allan Williams, Executive Director / CEO** (\$116,991) against **every comparable organization** that fit the selection criteria — **74** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 91st percentile of comparable organizations

above the 90th percentile — board review recommended

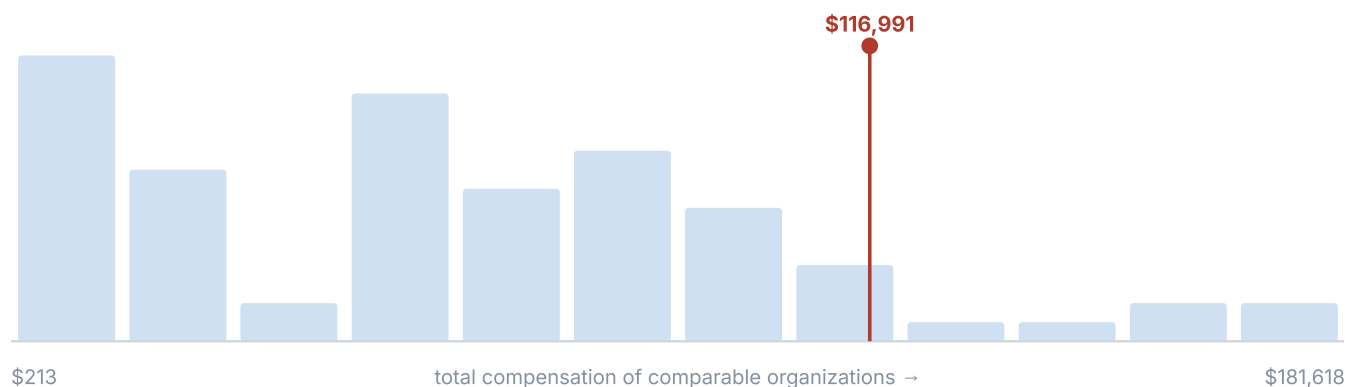
Benchmarked executive: Allan Williams — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W99).
BUDGET	Total revenue between \$201,410 and \$450,919 — 0.67x to 1.50x the subject's \$300,613 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

74 organizations qualified on sector, size, and geography → **74** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,008	\$21,887	\$59,485	\$83,610	\$112,500	\$116,991
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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 FL 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
International Peace Group	OR	\$300,112	President	\$8,000	\$7,681	2024
Achieving Dreams	TX	\$302,069	Executive Director	\$46,137	\$47,718	2024
Privacy Rights Clearinghouse	CA	\$304,404	Executive Director	\$114,841	\$102,531	2024
Passion And Purpose Ministries	CA	\$307,187	Director	\$63,545	\$56,734	2024
The Connection Inc	MD	\$307,349	President	\$62,500	\$60,415	2024
Listen First Project Inc	NC	\$308,628	President And Exec Directo	\$170,000	\$181,618	2024
Community Partners Campus Inc	WI	\$291,585	Executive Di	\$76,673	\$82,792	2024
Cornerstone Collaboration For Societal	AZ	\$291,068	Vp/secretary	\$94,000	\$93,470	2024
Family Guide	WA	\$311,614	President	\$24,800	\$22,957	2024
Sleepawake Inc	CA	\$313,572	Executive Director	\$34,277	\$30,603	2024
Ladder To The Moon Network	ME	\$314,514	President	\$10,802	\$11,514	2023
Fix The Court	NY	\$282,896	Executive Director	\$175,441	\$159,689	2025
San Luis Obispo County Bicycle	CA	\$280,309	Executive Di	\$68,350	\$62,826	2023
American Immigration Control Foundation	VA	\$276,933	President	\$5,250	\$5,241	2024
Buried Asset Management Institute-international	AL	\$324,510	Executive Director	\$20,496	\$23,570	2023
The Peavey Project	VA	\$325,088	Officer	\$105,000	\$104,824	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Natura International Inc	DC	\$274,650	President	\$9,824	\$8,913	2024
Ground Work Play Therapy Inc	OH	\$328,423	Executive Di	\$45,980	\$50,353	2024
Pathos Labs	CO	\$330,476	Executive Director	\$60,667	\$60,146	2024
Transportation Riders United Inc	MI	\$331,276	Executive Di	\$71,269	\$76,058	2024
Mindful Living Revolution	CA	\$266,848	President	\$133,693	\$119,362	2024
Alltrust Payee Corporation Inc	FL	\$266,537	President	\$25,490	\$24,759	2024
Bike Library Inc	IA	\$336,285	Executive Director	\$57,380	\$66,879	2023
Humanist Mutual Aid Network	CA	\$258,873	Executive Dir.	\$4,972	\$4,439	2024
Revive Community Health Center	MI	\$352,240	Ceo	\$77,787	\$83,014	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	74 organizations. Compensation range \$213–\$181,618; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$300,613); for reference, expenses \$298,355 and assets \$64,194.
ROLE MATCH	Allan Williams, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 1 peer 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 st
Total compensation (D + F), as reported (no adjustments)	91 st
Reportable pay only (column D), adjusted	91 st
All sources (D + E + F), adjusted	89 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 (Allan Williams) 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 74 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$116,991 is reasonable (approximately the 91st 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.