

Organic Acidemia Association Corporation

Executive Director / CEO

EIN 481038050
 MN · NTEE Z99Z
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Kathy Stagni, Executive Director / CEO** (\$45,000) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **50th** percentile of comparable organizations within the typical range

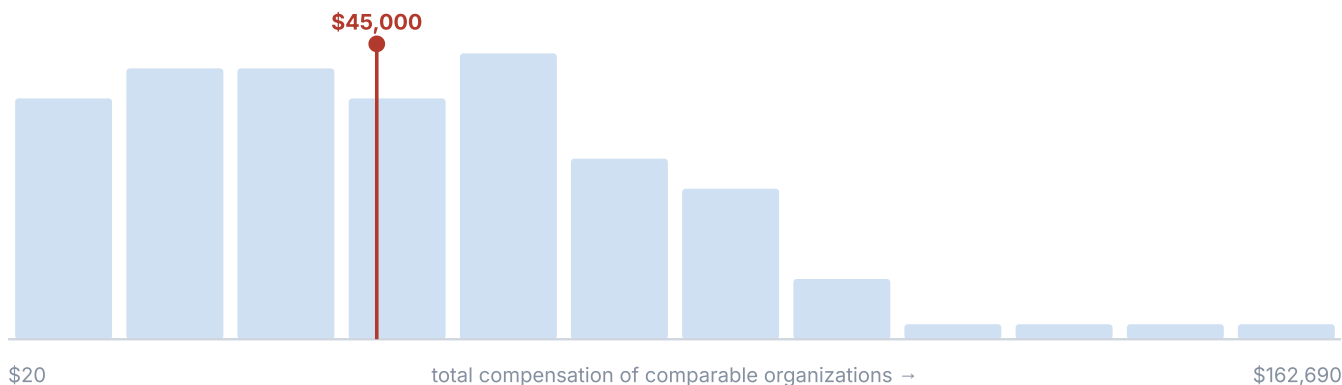
Benchmarked executive: Kathy Stagni — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$108,095 and \$242,005 — 0.67x to 1.50x the subject's \$161,337 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,647	\$23,171	\$45,629	\$68,305	\$86,229	\$45,000
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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 MN 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
Urbi Et Orbi Communications Inc	VA	\$161,855	Board Secretary	\$45,356	\$45,629	2023
San Gabriel Housing Foundation	CA	\$160,300	Ceo	\$61,000	\$54,882	2023
Reconciliation Outreach Inc	FL	\$163,645	President	\$42,000	\$39,930	2024
Sinto Senior Activity Center	WA	\$157,479	Executive Director	\$40,000	\$36,243	2024
Common Ground Dispute Resolution Inc	NY	\$166,483	Executive Director	\$68,000	\$60,583	2025
Ridgefield Main Street	WA	\$155,195	Executive Director	\$68,917	\$62,444	2024
Victim Witness Service	MT	\$154,668	Executive Director	\$68,737	\$77,200	2023
Poverty 2 Prosperity Inc	GA	\$154,341	Executive Director	\$20,588	\$20,410	2025
Spokes	CA	\$154,133	Ceo	\$68,812	\$61,911	2023
Park Ridge Housing	MN	\$169,709	Ceo - Three	\$40,031	\$41,213	2023
Friends Of Sutters Fort Inc	CA	\$152,675	Executive Dir.	\$79,591	\$71,608	2023
One Town Inc	CA	\$152,627	Director	\$750	\$675	2023
Reinbeck Firemen Inc	IA	\$170,322	Chief	\$720	\$821	2023
Project Share Ii Inc	NY	\$170,756	Executive Director	\$70,564	\$66,436	2023
Breast Cancer Recovery Foundation Inc	WI	\$173,075	Executive Director	\$44,400	\$46,928	2024
Bowen Family Foundation	TX	\$148,610	Director	\$50,000	\$50,617	2024
Desert Island Supply Co	AL	\$148,049	Interim Executive Director	\$53,667	\$58,676	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Kid Possible Inc	WA	\$175,638	Ceo	\$87,500	\$79,282	2024
Friends Of Texas Wildlife	TX	\$146,429	Executive Dir.	\$29,050	\$29,409	2024
Erie Institute Of Law	NY	\$146,326	Executive Director	\$11,015	\$10,073	2024
District 2-a2 Sight & Tissue Foundation	TX	\$146,120	President	\$49,500	\$51,591	2023
Positive Strides Inc	MD	\$176,600	Executive Dir.	\$53,838	\$50,939	2024
Mag Institute For Excellence	GA	\$176,780	Executive Director	\$14,102	\$14,350	2024
Haven Of Hope & Opportunity Inc	PA	\$180,000	Executive Director	\$20	\$20	2024
Commencement Bay Rowing Club	WA	\$180,158	Vice President	\$6,131	\$5,555	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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	117 organizations. Compensation range \$20–\$162,690; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$161,337); for reference, expenses \$139,190 and assets \$643,572.
ROLE MATCH	Kathy Stagni, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	20 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	50 th
Total compensation (D + F), as reported (no adjustments)	48 th
Reportable pay only (column D), adjusted	56 th
All sources (D + E + F), adjusted	37 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 (Kathy Stagni) 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 117 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 50th 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.