

Air Traffic Control Scholarship Fund

Executive Director / CEO

EIN 521345239
 VA · NTEE B82
 FY ending 2024-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Brian Bruckbauer, Executive Director / CEO** (\$42,750) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **54th** percentile of comparable organizations within the typical range

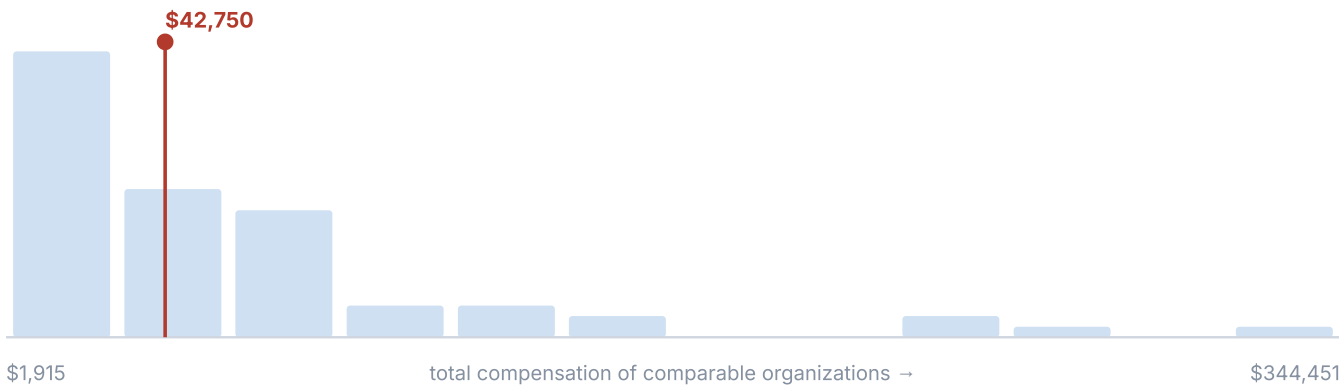
Benchmarked executive: Brian Bruckbauer — reported title “PRESIDENT AND CEO (FORMER)”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B82).
BUDGET	Total revenue between \$55,508 and \$124,272 — 0.67x to 1.50x the subject's \$82,848 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$6,152	\$13,323	\$37,451	\$72,055	\$132,478	\$42,750
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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 VA 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
Blackstone Valley Education Foundation Inc	MA	\$84,170	Executive Director	\$52,400	\$47,510	2025
Schroeder Scholarship Fund	PA	\$81,407	Trustee	\$12,300	\$12,704	2024
Michael Sadler Foundation	MI	\$80,801	President	\$24,000	\$26,414	2023
Texas Food & Fuel Association Scholarship Foundation	TX	\$80,681	President	\$20,944	\$21,698	2024
The Buck Scholars Association Inc	CA	\$85,060	Executive Director	\$42,500	\$39,131	2023
Cma Education Foundation Inc	CT	\$79,678	Executive Director	\$24,000	\$23,994	2023
United Association Scholarship Trust	MD	\$86,082	Trustee	\$154,691	\$149,783	2024
Belafonte Family Foundation Inc	NY	\$79,282	President/exec Director	\$99,000	\$95,388	2023
Sartell-st Stephen Education Foundation	MN	\$86,602	Exec Consultant/pres (Beg 2/2024)	\$10,800	\$11,052	2024
National Independent Automobile Dealers	TX	\$78,487	President/ceo	\$15,238	\$16,253	2023
Oscar & Mildred Larson Scholarship Trust	PA	\$78,461	Provost	\$60,531	\$64,364	2023
Chris Kolenda Saber Six Foundation	WI	\$87,451	Executive Director	\$68,908	\$76,734	2023
Linda Lorelle Scholarship Fund	TX	\$87,813	Ceo	\$60,000	\$60,558	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Western Telecommunications Alliance	MT	\$77,444	Executive Vice President	\$51,810	\$57,841	2024
The Ad Club Foundation Inc	MA	\$88,872	President & Director	\$7,941	\$7,609	2023
Matthew J Deluca-dominic Olivo	OH	\$89,306	Co-chairman	\$210,111	\$237,289	2023
Vada Charitable Foundation Inc	VA	\$75,990	President	\$90,961	\$88,616	2025
Delores A Sachs Charitable Trust	WI	\$74,789	Trustee	\$12,929	\$13,984	2024
Nevada Hospitality Foundation	NV	\$91,113	President, Ceo	\$35,000	\$36,335	2024
Kateri Tekakwitha Fund	CA	\$91,348	Cfo	\$5,640	\$4,914	2025
Onnemi International Ministries	TX	\$74,227	Vice President Missionary	\$30,296	\$30,578	2025
Denny Family Foundation	VT	\$74,178	President	\$46,571	\$49,982	2023
American Holistic Veterinary Medical	MD	\$91,652	Contract Executive Directo	\$63,000	\$59,428	2025
Lift Womens Foundation	IL	\$73,534	Executive Director	\$13,085	\$13,323	2024
Local 137 Nicholas Signorelli Sr	NY	\$92,525	Director	\$137,476	\$128,660	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	65 organizations. Compensation range \$1,915–\$344,451; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$82,848); for reference, expenses \$75,986 and assets \$282,640.
ROLE MATCH	Brian Bruckbauer, reported title " <i>PRESIDENT AND CEO (FORMER)</i> ", 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	32 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	5 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	54 th
Total compensation (D + F), as reported (no adjustments)	54 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	74 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 (Brian Bruckbauer) 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 65 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$42,750 is reasonable (approximately the 54th 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.