

Nbaa Charities

Executive Director / CEO

EIN 521900336

DC · NTEE Z99

FY ending 2024-06-30

June 13, 2026

This analysis benchmarks the total compensation of **Edward M Bolen, Executive Director / CEO** (\$93,876) against **every comparable organization** that fit the selection criteria — **76** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **95th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Edward M Bolen — reported title “CHAIRMAN & PRESIDENT”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

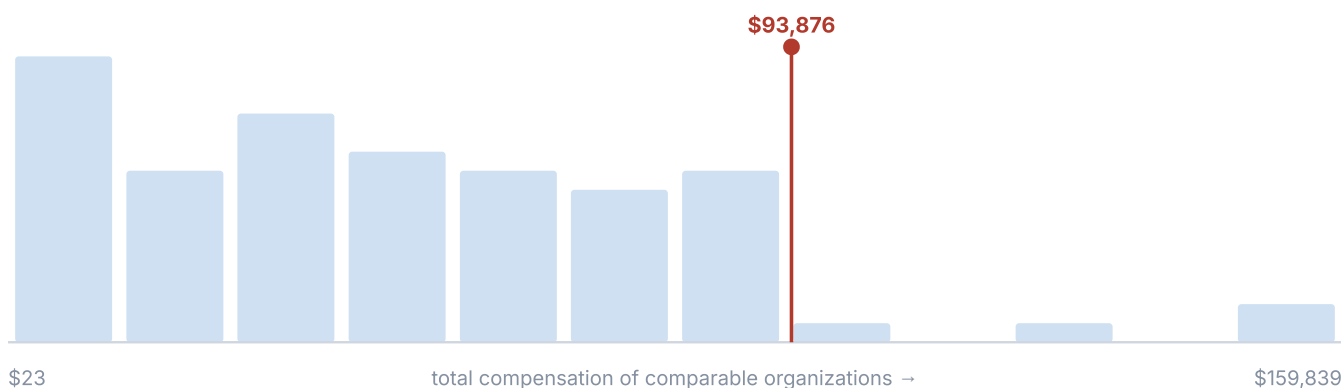
SECTOR Organizations sharing the subject's NTEE classification (Z99).

BUDGET Total revenue between \$86,497 and \$193,651 — 0.67x to 1.50x the subject's \$129,101 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

76 organizations qualified on sector, size, and geography → **76** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,691	\$17,137	\$41,745	\$68,591	\$87,914	\$93,876
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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
Friends Of Akim Usa Inc	NJ	\$128,602	Director	\$47,444	\$49,697	2023
Parenting After Divorce	CO	\$130,171	Executive Di	\$54,425	\$59,470	2024
Humanity Rising Inc	IL	\$127,269	President	\$62,500	\$72,088	2023
Louisiana Center For Law And Civic	LA	\$126,547	Executive Dir.	\$68,722	\$88,781	2023
Sheet Metal Workers Local 100	MD	\$131,971	Trustee	\$81,704	\$87,046	2024
St James Hospital Foundation Inc	NY	\$132,629	Chief Executive Officer	\$8,280	\$8,526	2024
Pathfinder Development Corporation	AR	\$125,459	Executive Director	\$21,642	\$28,540	2023
We Are Coaches Inc	CA	\$133,667	Ceo	\$39,167	\$38,541	2024
The Foundation Of The Greater New Haven	CT	\$134,105	President	\$11,932	\$12,420	2025
Deer River Volunteer Firemen's Relief Association	MN	\$124,086	President	\$300	\$348	2023
American Credit Counseling	MA	\$122,150	President	\$31,200	\$31,950	2024
Trauma Intervention Programs	CA	\$137,145	Executive Dir.	\$92,651	\$91,170	2024
Hbhci Hud 6 Inc	FL	\$137,477	Vice President	\$68,495	\$71,435	2025
Atlantic Highlands Fire Department Inc	NJ	\$120,454	President	\$900	\$916	2024
Renting Partnerships	OH	\$120,110	Community Manager	\$18,585	\$22,432	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Los Angeles Sports Council Foundation	CA	\$119,966	President & Ceo	\$162,436	\$159,839	2024
Axys	TN	\$138,561	Executive Dir.	\$25,514	\$30,562	2024
A & M Sports Academy Inc	NY	\$118,721	Director	\$23,000	\$24,383	2023
Zumwalt Courts Inc	AR	\$141,069	Executive Director	\$21,642	\$28,540	2023
Storyline Inc	NY	\$115,579	Executive Di	\$85,000	\$90,114	2023
Los Gatos Lions Charities Inc	CA	\$114,953	Secretary/treas	\$3,000	\$2,952	2024
Shdc No 1 Inc	HI	\$114,788	Exec. Director/asst. Secretary	\$12,721	\$13,362	2023
Twin Falls School District 411	ID	\$113,885	Executive Di	\$40,000	\$48,490	2024
The Edward C Smith Civic Center Of	NC	\$113,465	Executive Director	\$70,000	\$80,299	2025
District 2-a2 Sight & Tissue Foundation	TX	\$146,120	President	\$49,500	\$58,092	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.

■ Sample, role match & sensitivity

PEER COUNT	76 organizations. Compensation range \$23–\$159,839; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$129,101); for reference, expenses \$131,708 and assets \$582,454.
ROLE MATCH	Edward M Bolen, reported title " <i>CHAIRMAN & PRESIDENT</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 19 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	95 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Edward M Bolen) 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 13, 2026, comparing compensation against 76 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$93,876 is reasonable (approximately the 95th 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 13, 2026.