

Donald R Watson Foundation Inc

Executive Director / CEO

EIN 561861816

NC · NTEE B82Z

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Aswani Volety, Executive Director / CEO** (\$56,398) against **every comparable organization** that fit the selection criteria — **100** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **68th** percentile of comparable organizations within the typical range

Benchmarked executive: Aswani Volety — 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 (B82Z).

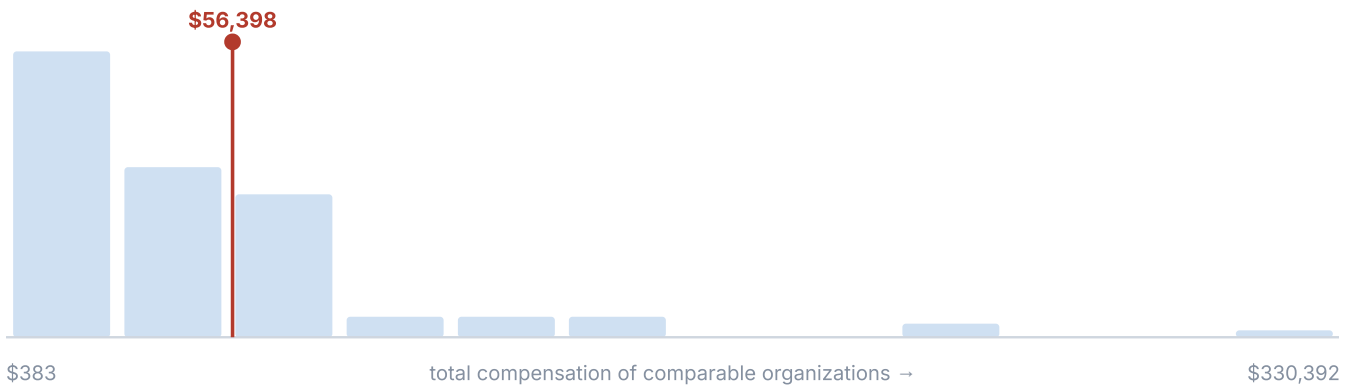
BUDGET Total revenue between \$76,591 and \$171,474 — 0.67x to 1.50x the subject's \$114,316 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (B82), nationwide + budget 0.67–1.5x revenue.

100 organizations qualified on sector, size, and geography

→ **100** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$7,271	\$13,508	\$37,678	\$61,715	\$94,020	\$56,398
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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 NC 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
Norwood Masonic Temple Foundation Incorporated	OH	\$114,131	Building Manager/director	\$10,200	\$11,049	2023
Coin Op Cares Education & Charitable	IL	\$114,539	Executive Vice President	\$9,300	\$9,351	2023
Jitegemee Inc	MA	\$114,999	Director	\$29,852	\$27,436	2023
Healthcare Information And Management	IL	\$113,035	Ceo & President	\$213,670	\$241,559	2021
Florida Ethics Institute Inc	FL	\$111,549	Executive Director	\$53,000	\$49,461	2024
Alisas Angels Foundation	AZ	\$111,026	Executive Director	\$76,140	\$74,892	2023
Rochester Children's Scholarship	NY	\$110,550	Program Director	\$25,707	\$23,759	2023
Hope 4 All	TX	\$109,703	Executive Director	\$96,034	\$95,431	2024
Kentucky Dental Foundation Inc	KY	\$109,639	Kda Executive Director	\$32,600	\$34,794	2024
Kids Chance Of Kentucky Inc	KY	\$108,839	President & Board Member	\$8,972	\$9,575	2024
Bobby Bragan Youth Foundation Inc	TX	\$108,694	Executive Director	\$76,100	\$77,856	2023
Foundation For Independence Through	SC	\$107,755	Director	\$64,775	\$69,114	2023
Educational Foundation Of The	AL	\$121,978	Ceo	\$151,303	\$158,196	2025
Quad County African American	IL	\$106,597	Chairman	\$9,000	\$9,049	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Osu Animal Science Alumni Association	OK	\$105,770	Executive Secretary	\$12,000	\$13,127	2024
Massachusetts Soldiers Legacy Fund	MA	\$124,561	Director	\$105,146	\$93,863	2024
St Louis Association Of Credit	IL	\$126,306	President	\$24,402	\$23,218	2025
Coptic Educational Foundation	CA	\$102,200	Secretary	\$2,670	\$2,291	2024
Acmpe Scholarship Fund Inc	CO	\$102,021	President/ceo	\$66,074	\$62,939	2024
Misa Foundation	VA	\$127,195	President	\$63,240	\$60,659	2024
Mahoning Valley College Access	OH	\$127,712	Executive Director	\$64,708	\$68,084	2024
Stanley Scholarship Funds Inc	ND	\$127,935	President	\$2,900	\$3,162	2024
Stephen E Pocztowski Memorial	IL	\$100,658	President	\$73,095	\$71,388	2024
Arema Educational Foundation	MD	\$99,385	Executive Di	\$73,040	\$67,836	2024
Local Union 45 Ubc&ja	NY	\$99,355	Chairman	\$10,850	\$9,489	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NC cost of living and 2025 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 NC 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 **100** organizations. Compensation range \$383–\$330,392; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$114,316); for reference, expenses \$94,540 and assets \$1,621,368.
ROLE MATCH	Aswani Volety, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	45 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	6 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	68 th
Total compensation (D + F), as reported (no adjustments)	68 th
Reportable pay only (column D), adjusted	0 th
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 (Aswani Volety) 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 100 similarly situated organizations (Same NTEE sector (B82), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$56,398 is reasonable (approximately the 68th 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.