

# Dauphin Island Foundation

Executive Director / CEO

EIN 581995649  
 AL · NTEE Z99Z  
 FY ending 2025-09-30  
**June 9, 2026**

This analysis benchmarks the total compensation of **Pat Edwards, Executive Director / CEO** (\$14,560) against **every comparable organization** that fit the selection criteria — **49** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 39<sup>th</sup> percentile of comparable organizations** within the typical range

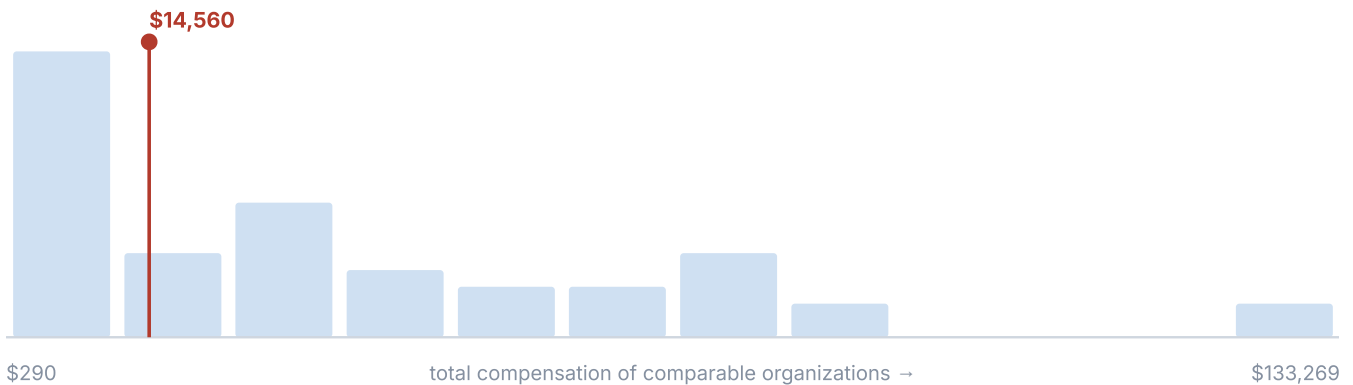
**Benchmarked executive:** Pat Edwards — reported title “ASSISTANT SEC.&TREA.”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (Z99Z).
BUDGET	Total revenue between \$61,244 and \$137,115 — 0.67x to 1.50x the subject's \$91,410 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (Z99), nationwide + budget 0.67–1.5x revenue.

**49** organizations qualified on sector, size, and geography → **49** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,421	\$8,854	\$23,796	\$54,673	\$74,244	<b>\$14,560</b>
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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 AL 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
<a href="#">Donnie Moore Ministries Inc</a>	CA	\$90,842	President	\$15,000	<b>\$12,670</b>	2023
<a href="#">Whit Davis Memorial Center Inc</a>	AR	\$92,958	Executive Director	\$21,642	<b>\$23,796</b>	2023
<a href="#">Astoria Senior Center</a>	OR	\$89,820	Executive Director	\$52,354	<b>\$46,194</b>	2024
<a href="#">Hebrew Free Loan Of New Jersey Inc</a>	NJ	\$89,472	Assistant Treasurer	\$34,638	<b>\$30,252</b>	2023
<a href="#">Seagoville Senior Citizens Home Inc</a>	TX	\$93,632	Secretary	\$29,238	<b>\$27,789</b>	2024
<a href="#">Liberty Place Inc</a>	KS	\$95,020	Exec Directo	\$5,992	<b>\$6,151</b>	2024
<a href="#">Unfettered Mind</a>	CA	\$87,014	Executive Director	\$41,161	<b>\$33,770</b>	2024
<a href="#">Boardwalk Estates Inc</a>	KS	\$95,991	Exec Directo	\$5,992	<b>\$6,151</b>	2024
<a href="#">The Griefcare Place Inc</a>	OH	\$97,816	Executive Di	\$4,248	<b>\$4,275</b>	2024
<a href="#">Mennonite Bethesda Society Endowment Foundation Inc</a>	KS	\$82,800	Ceo/treas/sec	\$11,483	<b>\$11,787</b>	2024
<a href="#">Eastern Morrison County 4 Wheeler Club Inc</a>	MN	\$82,610	Pres.	\$500	<b>\$469</b>	2024
<a href="#">The Tracking Project Inc</a>	NM	\$102,612	President	\$53,500	<b>\$54,673</b>	2024
<a href="#">Hospitality Maine Education</a>	ME	\$79,145	Secretary	\$18,774	<b>\$17,862</b>	2024
<a href="#">Sjfb Foundation For Agricultural</a>	CA	\$104,648	Executive Director	\$10,482	<b>\$8,854</b>	2023
<a href="#">Burbank Philharmonic Orchestra</a>	CA	\$77,408	Conductor & Music Director	\$11,050	<b>\$9,066</b>	2024
<a href="#">Pathfinder Plaza Inc</a>	AR	\$76,877	Executive Director	\$21,642	<b>\$23,796</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Politics &amp; Society Inc</a>	NC	\$76,484	Secretary	\$36,621	<b>\$35,025</b>	2025
<a href="#">Jason Motte Foundation Inc</a>	AZ	\$75,988	Secretary	\$35,000	<b>\$31,982</b>	2024
<a href="#">Elk City High School Alumni Foundation</a>	OK	\$75,574	Trustee/ Treas	\$6,650	<b>\$6,957</b>	2024
<a href="#">1010 Development Corporation</a>	CA	\$107,993	President & Ceo	\$150,000	<b>\$123,066</b>	2024
<a href="#">The Swedish Finn Historical Society</a>	WA	\$73,835	Executive Director	\$102,041	<b>\$86,802</b>	2024
<a href="#">Columbia Arms Inc</a>	NJ	\$109,494	Chairman	\$66,600	<b>\$56,498</b>	2024
<a href="#">National Executive Institute Associates</a>	VA	\$71,011	Treasurer	\$2,000	<b>\$1,889</b>	2023
<a href="#">Machzikei Torah Usa Inc</a>	NY	\$70,717	President	\$4,264	<b>\$3,661</b>	2024
<a href="#">Baykids</a>	CA	\$70,100	Executive Direc	\$66,625	<b>\$56,276</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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](https://peerbasis.org/methodology).

## Sample, role match & sensitivity

PEER COUNT	<b>49</b> organizations. Compensation range \$290–\$133,269; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$91,410); for reference, expenses \$56,923 and assets \$6,799,711.
ROLE MATCH	Pat Edwards, reported title <i>"ASSISTANT SEC.&amp;TREA."</i> , benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	15 peers 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	39 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	37 <sup>th</sup>
Reportable pay only (column D), adjusted	53 <sup>rd</sup>
All sources (D + E + F), adjusted	22 <sup>nd</sup>

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 (Pat Edwards) 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 49 similarly situated organizations (Same NTEE sector (Z99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$14,560 is reasonable (approximately the 39<sup>th</sup> 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.