

Bahia Foundation

Executive Director / CEO

EIN 611473460

CA · NTEE P20

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Aqiylah Collins, Executive Director / CEO** (\$11,032) against **every comparable organization** that fit the selection criteria — **10** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 30th percentile of comparable organizations within the typical range

Benchmarked executive: Aqiylah Collins — reported title “Secretary”, 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 (P20).

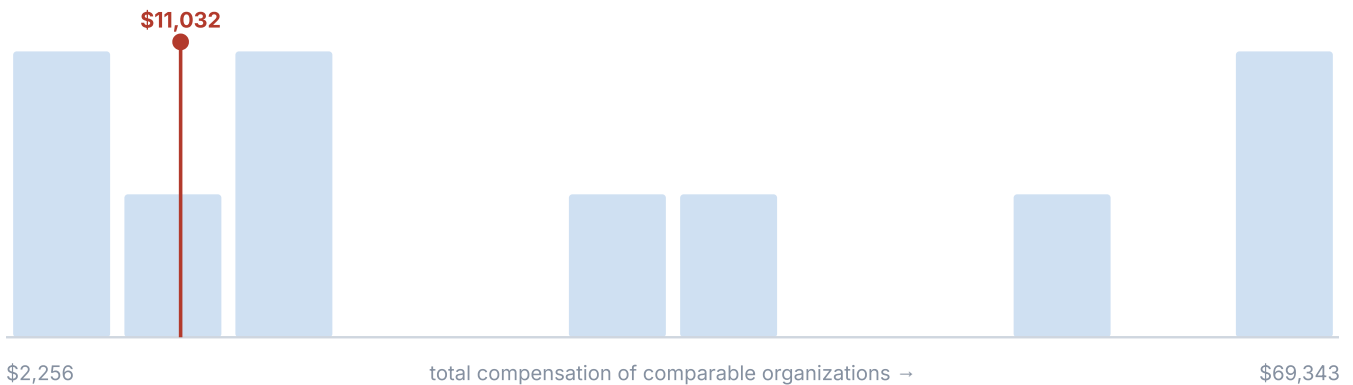
BUDGET Total revenue between \$255 and \$1,022 — 0.50x to 2.00x the subject's \$511 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (P), nationwide + budget 0.5–2x revenue.

10 organizations qualified on sector, size, and geography

→ **10** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,810	\$12,661	\$24,416	\$50,904	\$68,436	\$11,032
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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 CA 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
Shekahn Inc	NY	\$500	Vice President/cfo	\$2,220	\$2,256	2024
Eastview Unity Apartments Inc	WV	\$524	President	\$54,498	\$68,335	2023
Queens Housing And Immigration Center	NY	\$478	President/ed	\$66,264	\$69,343	2023
The Esther R Sanger Center For	MA	\$314	Board Presid	\$17,704	\$18,424	2023
Paul Outreach Services Inc	AL	\$301	Executive Director	\$8,911	\$10,828	2024
Donna & Michael Maddin Support	MI	\$260	Treasurer	\$26,189	\$30,407	2024
Hope Springs Adult Day Care Ce	TN	\$828	Bod President, Center Director	\$31,731	\$37,518	2024
Serenity Lane Health Services Foundation	OR	\$1,000	President & Ceo	\$17,383	\$18,158	2024
New York League For Early Learning Inc	NY	\$1,012	Board Member	\$52,907	\$55,366	2023
Colorado Bluesky Foundation Inc	CO	\$1,020	Ceo	\$3,587	\$3,983	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2023 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

CA 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	10 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$2,256–\$69,343; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$511); for reference, expenses \$162,291 and assets \$229,734. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Aqiylah Collins, reported title " <i>Secretary</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	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	30th
Total compensation (D + F), as reported (no adjustments)	30th
Reportable pay only (column D), adjusted	90th
All sources (D + E + F), adjusted	20th

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 (Aqiylah Collins) 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 10 similarly situated organizations (Same NTEE major group (P), nationwide + budget 0.5–2× revenue).
3. The authorized body determined that total compensation of \$11,032 is reasonable (approximately the 30th 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.