

Atascadero Greyhound Foundation

Executive Director / CEO

EIN 770390865
 CA · NTEE N41Z
 FY ending 2024-12-31
June 9, 2026

This analysis benchmarks the total compensation of **Donn Clickard, Executive Director / CEO** (\$36,650) against **every comparable organization** that fit the selection criteria — **152** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **76th** percentile of comparable organizations within the typical range

Benchmarked executive: Donn Clickard — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N41Z).
BUDGET	Total revenue between \$58,726 and \$131,476 — 0.67x to 1.50x the subject's \$87,651 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

152 organizations qualified on sector, size, and geography → **152** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,264	\$5,848	\$16,868	\$36,053	\$54,193	\$36,650
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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
Rolling Thunder Volleyball Club Inc	IL	\$87,828	President	\$6,000	\$6,831	2024
Karate Five Association Inc	TN	\$87,422	President	\$2,800	\$3,509	2023
Beverly Hills Athletic Alumni Association	CA	\$86,479	Secretary Treasurer	\$36,000	\$35,072	2025
Albany Usbc Association	NY	\$86,257	Office Manager	\$12,000	\$12,928	2023
Lake State Alpine Racing	MN	\$89,310	Treasurer	\$3,500	\$3,902	2025
Robert W Johnson Community Center Inc	MD	\$89,475	Executive Director	\$29,092	\$31,498	2024
California Professional Horsemens Foundation	CA	\$89,857	Executive Director	\$23,600	\$23,600	2024
Usbc 80639 Greater Portland Bowling	OR	\$85,383	Assoc. Manager	\$36,749	\$38,503	2025
Black Hills Community Soccer Complex	WA	\$90,073	Field Manager	\$19,500	\$20,218	2024
Dogsmile Adventures Inc	ID	\$90,530	Executive Director	\$64,316	\$79,234	2024
Riley's Catch	NC	\$84,405	Executive Director	\$10,000	\$11,966	2024
Tamina Community Center	TX	\$90,973	Executive Director	\$39,769	\$46,070	2024
The Bridge House	AR	\$91,531	Director	\$114	\$152	2023
Union City Eagle Aquatic Club Corp	NJ	\$91,573	President	\$13,741	\$14,628	2023
Breeze Softball Inc Aka	CA	\$83,635	Event Coordi	\$2,400	\$2,400	2024
Otsego Sailing Club	NY	\$83,453	Treasurer (Paymaster)	\$3,408	\$3,566	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Mccall Group	CA	\$91,878	Executive Director	\$57,600	\$59,301	2023
United States Field Hockey	CO	\$91,987	Executive Di	\$114,583	\$130,997	2023
The Southwest Sports Foundation	TX	\$82,662	President	\$42,000	\$48,654	2024
Northampton Liederkrantz	PA	\$82,383	President	\$1,309	\$1,472	2025
Kalamazoo Soccer Club	MI	\$92,953	Registrar	\$3,699	\$4,552	2023
Temple Recreation Association	PA	\$93,035	President	\$14,600	\$17,359	2023
Peak Adventure Ministries	NC	\$93,513	Executive Director	\$24,500	\$29,317	2024
Hamilton Joes Baseball Club Inc	OH	\$94,036	President/treasurer	\$11,873	\$14,563	2024
Holiday Rambler Recreational Vehicle	IN	\$94,391	Finance Coordinator	\$600	\$755	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 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 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	152 organizations. Compensation range \$152–\$218,912; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$87,651); for reference, expenses \$90,316 and assets \$342,664.
ROLE MATCH	Donn Clickard, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	11 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 7 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	76 th
Total compensation (D + F), as reported (no adjustments)	82 nd
Reportable pay only (column D), adjusted	78 th
All sources (D + E + F), adjusted	72 nd

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 (Donn Clickard) 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 152 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$36,650 is reasonable (approximately the 76th 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.