

# Aaron Donald 99 Solutions Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Akita Donald, Executive Director / CEO** (\$40,001) against **every comparable organization** that fit the selection criteria — **180** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

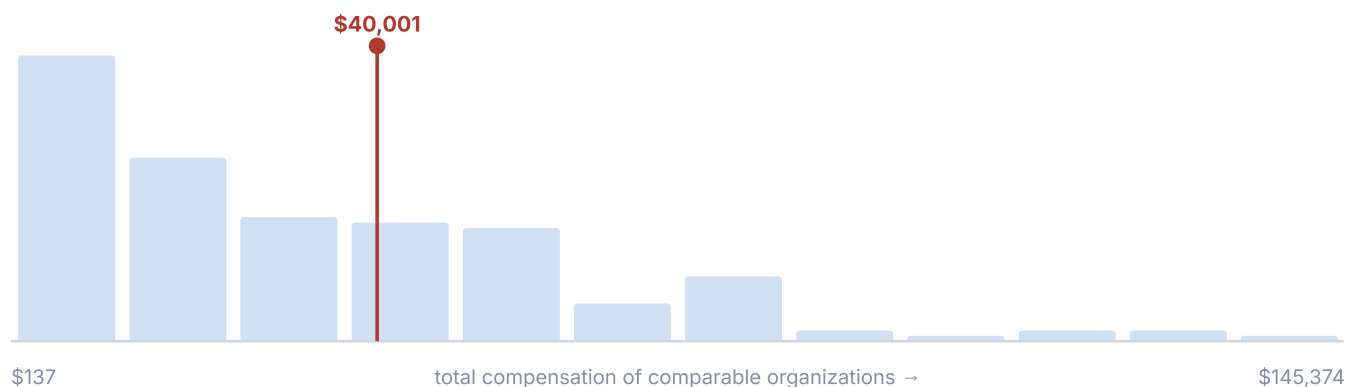
**Benchmarked executive:** Akita Donald — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$181,098 and \$405,444 — 0.67x to 1.50x the subject's \$270,296 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

**180** organizations qualified on sector, size, and geography → **180** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,758	\$9,561	\$25,654	\$49,775	\$74,958	\$40,001
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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 PA 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="#">Richmond Fencing Club</a>	VA	\$270,362	President	\$12,600	<b>\$11,850</b>	2024
<a href="#">Battlefield Gymnastics Booster Club</a>	VA	\$270,394	Vice-president	\$3,060	<b>\$2,963</b>	2023
<a href="#">Dream Court Inc</a>	AL	\$271,153	Executive Director	\$77,500	<b>\$81,550</b>	2024
<a href="#">Flagler Sheriff's Pal Inc</a>	FL	\$272,119	Pal Director	\$88,346	<b>\$80,836</b>	2024
<a href="#">Hot Tubes Development Cycling</a>	MA	\$272,668	President	\$60,827	<b>\$53,239</b>	2024
<a href="#">Lakeland Legends Youth Baseball</a>	FL	\$267,578	President	\$13,750	<b>\$12,953</b>	2023
<a href="#">Bellevue Boys Lacrosse Club</a>	WA	\$273,356	Youth Program Director	\$55,194	<b>\$48,131</b>	2024
<a href="#">Alpha Hockey Inc</a>	MD	\$274,172	Director	\$64,000	<b>\$58,279</b>	2024
<a href="#">East Orlando Knights Futbol Club Inc</a>	FL	\$274,943	President/treasurer	\$26,450	<b>\$24,917</b>	2023
<a href="#">Rugby Pennsylvania Inc</a>	PA	\$275,500	Exec. Director	\$68,672	<b>\$66,702</b>	2024
<a href="#">Cbhm Inc</a>	VT	\$275,939	President	\$8,000	<b>\$8,075</b>	2023
<a href="#">9-11 Strong Inc</a>	NY	\$276,238	President	\$42,000	<b>\$36,966</b>	2024
<a href="#">Borderline Junior Volleyball Inc</a>	OH	\$263,824	Trustee/dire	\$52,250	<b>\$52,513</b>	2025
<a href="#">Montana Mountaineering Association</a>	MT	\$262,497	Executive Dir.	\$23,825	<b>\$25,014</b>	2024
<a href="#">435 Elite Sports Inc</a>	UT	\$262,335	Director	\$14,400	<b>\$14,779</b>	2023
<a href="#">Rogers Area Youth Volleyball Association</a>	MN	\$261,333	Director	\$18,062	<b>\$17,384</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mamba Volleyball Academy</a>	WI	\$279,279	President	\$9,555	<b>\$9,720</b>	2024
<a href="#">Rocky Mountain Youth Sports Rmys</a>	CO	\$279,611	Executive Dir.	\$12,715	<b>\$11,875</b>	2024
<a href="#">Wayzata Lacrosse Association</a>	MN	\$280,014	Secretary	\$1,500	<b>\$1,444</b>	2024
<a href="#">Atlantic Challenge Usa</a>	ME	\$259,933	Executive Dir.	\$36,250	<b>\$35,355</b>	2024
<a href="#">Progression Sports Performance Inc</a>	CA	\$280,698	President	\$31,356	<b>\$26,372</b>	2024
<a href="#">Sarpy County Swim Club Inc</a>	NE	\$258,891	Board Member	\$16,713	<b>\$17,509</b>	2024
<a href="#">Race Cats</a>	UT	\$258,074	President	\$44,600	<b>\$44,460</b>	2024
<a href="#">Blue Banner Volleyball</a>	CA	\$283,377	President	\$20,244	<b>\$17,529</b>	2023
<a href="#">Lone Star Collegiate Lacrosse Alliance</a>	TX	\$257,153	Commissioner	\$6,000	<b>\$5,846</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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>180</b> organizations. Compensation range \$137–\$145,374; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$270,296); for reference, expenses \$300,111 and assets \$75,959.
ROLE MATCH	Akita Donald, reported title <i>"Executive Director"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	62 <sup>nd</sup>
Reportable pay only (column D), adjusted	64 <sup>th</sup>
All sources (D + E + F), adjusted	64 <sup>th</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 (Akita Donald) 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 180 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,001 is reasonable (approximately the 64<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.