

Presidents Athletic Conference

Executive Director / CEO

EIN 833054639

PA · NTEE T11

FY ending 2023-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Onderko, Executive Director / CEO** (\$178,137) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **98th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Joseph Onderko — reported title “PAC Commissioner”, 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 (T11).

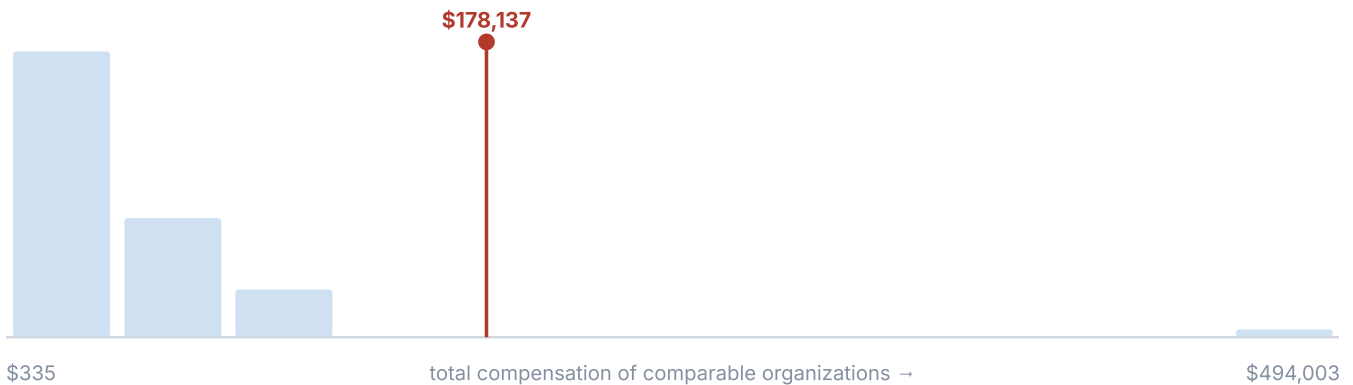
BUDGET Total revenue between \$323,146 and \$723,462 — 0.67x to 1.50x the subject's \$482,308 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (T11), nationwide + budget 0.67–1.5x revenue.

58 organizations qualified on sector, size, and geography

→ **58** within the band from the benchmarked peer set.

Distribution of comparable compensation



\$9,026	\$16,428	\$30,480	\$56,144	\$90,729	\$178,137
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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
The Henry Mize Charitable	MS	\$487,553	Director	\$300	\$335	2023
Lindengrove Foundation Inc	WI	\$474,792	Ceo	\$31,737	\$33,237	2023
Youth Emergency Services Foundation	WY	\$491,033	Executive Di	\$94,424	\$98,483	2024
Fraternal Order Of Police Lodge 5	PA	\$496,981	President	\$22,702	\$22,051	2024
Colorado Springs Child Nursery Ctr Foundation	CO	\$461,370	Trustee	\$27,807	\$25,970	2024
Community Foundations National Standards	DC	\$503,266	Executive Director	\$18,720	\$16,473	2023
Fwrn Support Corporation	IN	\$458,024	Ceo	\$40,226	\$41,318	2024
Dane County Multi-agency Center Inc	WI	\$450,061	Co-president	\$33,572	\$34,150	2024
Kalamazoo Community Foundation Real	MI	\$514,701	Ceo/president	\$33,301	\$33,479	2024
River Valley Charter School Foundation	MA	\$446,702	Committee Member	\$15,327	\$13,070	2025
Casa Esperanza Endowment Foundation	NM	\$445,205	Executive Di	\$53,041	\$55,565	2024
Oakleaf Endowment Trust For	MN	\$436,736	Chair	\$115,676	\$111,329	2024
Gray Family Foundation	OR	\$435,106	Asst Treasurer/asst Secretary	\$85,232	\$77,094	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
The Israel & Sylvia Goldberg Family	AL	\$434,176	Secretary	\$8,500	\$8,944	2024
The Arc Northern Chesapeake Region	MD	\$532,649	Ceo & President, The Arc Ncr	\$45,989	\$41,878	2024
The Hancock Properties Foundation	OH	\$535,910	Secretary	\$15,778	\$16,277	2024
Powerquest Worldwide Ltd	NC	\$426,209	President	\$85,000	\$88,071	2023
Peggy & John Garson Family Foundation	OH	\$425,359	Treasurer Thru 10/6/2022	\$40,331	\$42,835	2023
Lawton Community Foundation Affiliated	OK	\$540,749	Trustee - Occf Rep.	\$26,629	\$29,403	2023
Make-a-wish Foundation Guam	GU	\$416,583	President Ceo	\$72,931	\$70,839	2024
The Baltimore Jewish Eldercare	MD	\$551,532	Assistant Treasurer	\$526,937	\$494,003	2023
Oak Ridge Public Schools	TN	\$552,823	Executive Dir.	\$20,000	\$20,476	2024
The Stranahan Supporting Organization	OH	\$555,216	Secretary/treasurer	\$60,259	\$64,001	2023
Rainbow Hospice Foundation Inc	WI	\$557,893	President	\$95,292	\$96,932	2024
Roy Maas' Youth Alternatives Foundation	TX	\$405,649	Chief Executive Officer	\$8,822	\$8,849	2023

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.

● Sample, role match & sensitivity

PEER COUNT	58 organizations. Compensation range \$335–\$494,003; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$482,308); for reference, expenses \$473,955 and assets \$45,623.
ROLE MATCH	Joseph Onderko, reported title " <i>PAC Commissioner</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	49 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	98 th
Total compensation (D + F), as reported (no adjustments)	98 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	43 rd

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 (Joseph Onderko) 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 58 similarly situated organizations (Same NTEE sector (T11), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$178,137 is reasonable (approximately the 98th 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.