

The Aakoma Project Inc

Executive Director / CEO

EIN 834378040

VA · NTEE B01

FY ending 2024-12-31

June 10, 2026

This analysis benchmarks the total compensation of **Dr Alfiée Breland-noble, Executive Director / CEO** (\$247,500) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

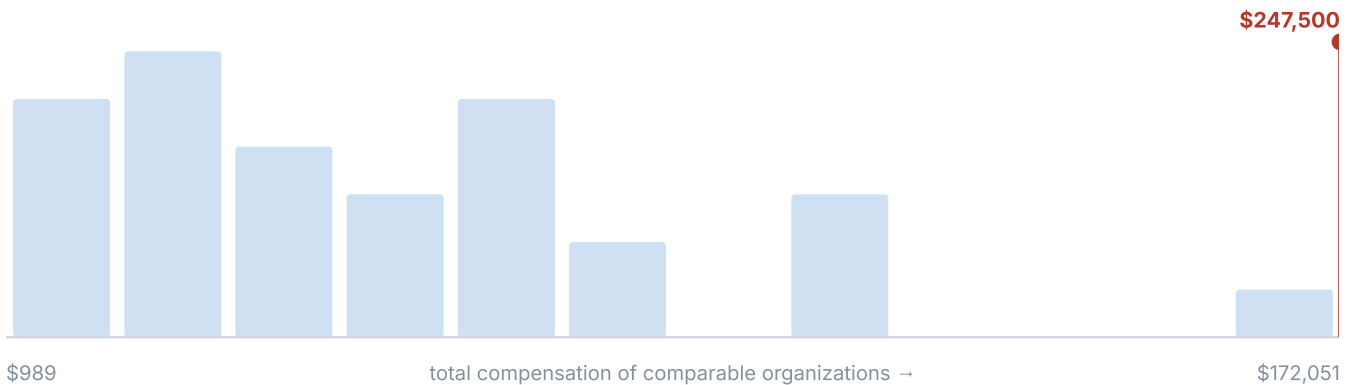
Benchmarked executive: Dr Alfiée Breland-noble — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B01).
BUDGET	Total revenue between \$108,183 and \$242,202 — 0.67x to 1.50x the subject's \$161,468 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (B01), nationwide + budget 0.67–1.5x revenue.

29 organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,184	\$23,552	\$42,634	\$68,700	\$102,597	\$247,500
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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 VA 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
Oshkosh Chamber Of Commerce Foundation	WI	\$159,582	Ceo / Secretary	\$8,370	\$9,053	2024
Allison Rose Foundation	OH	\$165,161	Executive Director	\$25,000	\$27,424	2024
Native Health In Native Hands	CA	\$157,393	President	\$31,800	\$29,279	2023
Our Dyslexic Children Inc	OH	\$156,599	President	\$10,000	\$11,293	2023
Delaware Coalition Against Gun Violence	DE	\$166,353	Executive Director	\$54,444	\$55,212	2024
Lone Star Clean Fuels Alliance	TX	\$155,544	Executive Director	\$74,888	\$79,876	2023
Massachusetts Assoc Of Regional	MA	\$154,204	Executive Di	\$24,000	\$21,760	2025
Pure & Simple Truth For Youth Inc	KS	\$153,905	Executive Di	\$24,475	\$27,385	2024
Blackcomputeherorg	MD	\$148,199	President & Treasurer	\$10,500	\$10,467	2023
Prince Georges Leadership Action	MD	\$137,500	Lead Senior	\$80,040	\$75,503	2025
Anchor Of Hope Foundation	GA	\$133,912	Secretary	\$43,038	\$44,818	2024
Kentucky Financial Empowerment	KY	\$198,771	Executive Director	\$95,000	\$108,829	2023
First State Educate Action Fund Inc	DE	\$123,000	Executive Director	\$67,207	\$68,155	2024
Indiana Urban Schools Assoc li Inc	IN	\$201,525	Executive Director	\$95,750	\$104,577	2024
Pde Action	VA	\$205,000	Executive Director	\$8,876	\$8,876	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bli Learning Labs Incorporated	FL	\$205,474	Executive Director	\$44,978	\$42,634	2025
Iowa Association Of Christian Schools	IA	\$205,486	Executive Director	\$60,000	\$66,286	2025
Frontline Policy Action Inc	GA	\$209,827	President	\$31,106	\$33,350	2023
Iowa Leaders In Education And Advocacy	IA	\$112,650	Executive Director	\$31,558	\$35,787	2024
South Carolina First Steps To	SC	\$211,612	Executive Di	\$62,000	\$68,968	2023
Maine Donor Alliance Fund	ME	\$215,743	Executive Director	\$35,000	\$37,370	2023
Es Of Choice	GA	\$216,046	Director	\$950	\$989	2024
Law And Public Safety Education	GA	\$217,301	Treasurer	\$95,233	\$102,102	2023
The American Lyceum	VA	\$218,680	President	\$167,115	\$172,051	2023
South Carolina First Steps To	SC	\$221,612	Executive Di	\$57,083	\$63,498	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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 29 organizations. Compensation range \$989–\$172,051; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$161,468); for reference, expenses \$1,171,791 and assets \$746,533. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Dr Alfiee Breland-noble, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 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	100 th
Total compensation (D + F), as reported (no adjustments)	100 th
Reportable pay only (column D), adjusted	100 th
All sources (D + E + F), adjusted	97 th

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 (Dr Alfiee Breland-noble) 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 10, 2026, comparing compensation against 29 similarly situated organizations (Same NTEE sector (B01), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$247,500 is reasonable (approximately the 100th 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 10, 2026.