

# Abis - Advancement Of Blacks In Sports

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Dr Ingrid Wicker, Executive Director / CEO** (\$32,500) against **every comparable organization** that fit the selection criteria — **1343** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 41<sup>st</sup> percentile of comparable organizations**

within the typical range

**Benchmarked executive:** Dr Ingrid Wicker — reported title "Executive Dir.", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

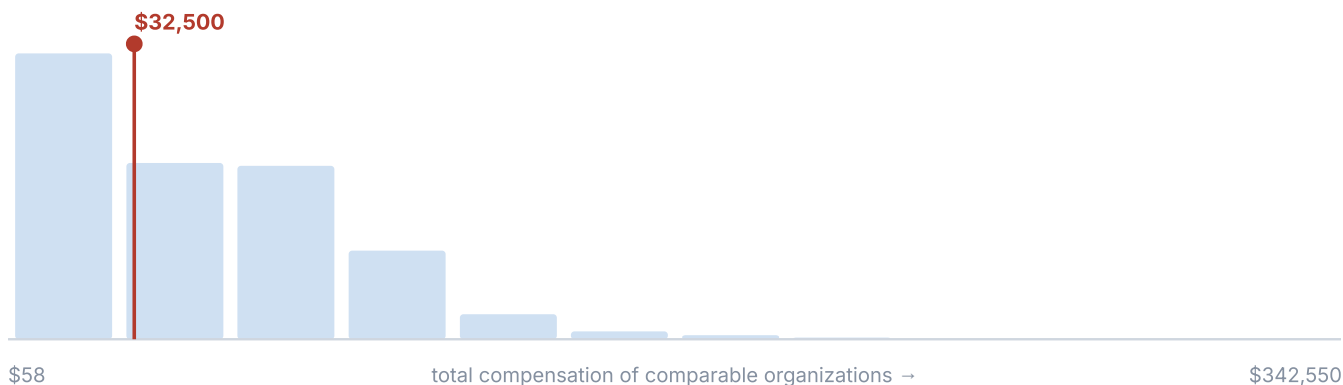
**SECTOR** Organizations sharing the subject's NTEE classification (N01).

**BUDGET** Total revenue between \$259,448 and \$580,855 — 0.67x to 1.50x the subject's \$387,237 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

**1,343** organizations qualified on sector, size, and geography → **1,343** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,031

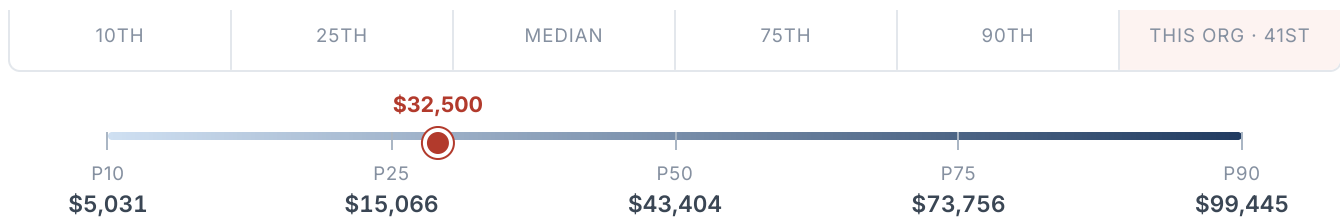
\$15,066

\$43,404

\$73,756

\$99,445

**\$32,500**



## ● 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 NY 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="#">Morton Golf Foundation</a>	CA	\$387,297	Executive Director	\$25,966	<b>\$24,813</b>	2023
<a href="#">West Valley Drive Basketball</a>	CA	\$387,446	Director	\$144,360	<b>\$133,992</b>	2024
<a href="#">Altoona Soccer Club</a>	IA	\$387,489	Field Operation	\$4,514	<b>\$5,312</b>	2024
<a href="#">Ohio Interscholastic Athletic</a>	OH	\$386,977	Executive Director	\$34,500	<b>\$39,278</b>	2024
<a href="#">East Select Soccer Inc</a>	MN	\$386,845	Executive Di	\$38,288	<b>\$40,667</b>	2024
<a href="#">Jacksonville-onslow Sports Commission</a>	NC	\$387,711	Executive Director	\$98,600	<b>\$106,689</b>	2025
<a href="#">Buffalo Turners Inc</a>	NY	\$386,668	Finan.secretary	\$41,752	<b>\$41,752</b>	2023
<a href="#">Cm Baseball League</a>	AZ	\$386,571	President	\$79,500	<b>\$82,184</b>	2024
<a href="#">Grassland Athletic Association Inc</a>	TN	\$386,501	Program Dire	\$75,050	<b>\$84,797</b>	2024
<a href="#">United Sports Soccer Club</a>	WA	\$386,368	President	\$94,800	<b>\$91,232</b>	2024
<a href="#">Cdm Aquatics Federation</a>	CA	\$388,281	President	\$30,150	<b>\$28,811</b>	2023
<a href="#">Pedals For Progress</a>	NJ	\$388,344	President	\$51,500	<b>\$49,425</b>	2024
<a href="#">Finger Lakes Trail Conference Inc</a>	NY	\$388,351	Executive Director	\$48,333	<b>\$46,946</b>	2024
<a href="#">Wake County Basketball Association</a>	NC	\$388,410	President	\$97,008	<b>\$110,925</b>	2023
<a href="#">Bedford-eules Soccer Association</a>	TX	\$386,038	Director Of Officials	\$15,070	<b>\$15,786</b>	2025
<a href="#">Meade County Fair Inc</a>	KY	\$386,029	Co Sec./trea	\$4,500	<b>\$5,197</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Solano Aquatic Sea Otters</a>	CA	\$386,023	Coach	\$79,800	<b>\$74,069</b>	2024
<a href="#">Tonka Football Association Of Minnesota</a>	MN	\$385,984	Director	\$41,007	<b>\$44,841</b>	2023
<a href="#">San Jose Parks Foundation</a>	CA	\$388,539	Executive Dir.	\$80,000	<b>\$74,255</b>	2024
<a href="#">Long Beach Shore Aquatics Inc</a>	CA	\$385,894	President	\$35,650	<b>\$33,089</b>	2024
<a href="#">Eastern Massachusetts Hockey Inc</a>	MA	\$388,653	General Manager	\$15,550	<b>\$15,464</b>	2023
<a href="#">Burlington Football Club</a>	VT	\$385,712	Executive Director	\$27,536	<b>\$29,792</b>	2024
<a href="#">Anchorage Bucs Baseball Club Inc</a>	AK	\$388,837	General Mana	\$86,724	<b>\$86,826</b>	2025
<a href="#">Murray Max Soccer Inc</a>	UT	\$385,563	President	\$1,200	<b>\$1,321</b>	2024
<a href="#">Cityswing Foundation Inc</a>	DC	\$385,469	Chief Programs And Ops Officer	\$100,832	<b>\$95,110</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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** 1343 organizations. Compensation range \$58–\$342,550; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$387,237); for reference, expenses \$367,540 and assets \$284,418.

**ROLE MATCH** Dr Ingrid Wicker, reported title *"Executive Dir."*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	41 <sup>st</sup>
Total compensation (D + F), as reported (no adjustments)	42 <sup>nd</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	39 <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 (Dr Ingrid Wicker) 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 1343 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$32,500 is reasonable (approximately the 41<sup>st</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.