

Afrikana Corporation

Executive Director / CEO

EIN 932592894

NY · NTEE S20

FY ending 2024-07-31

June 9, 2026

This analysis benchmarks the total compensation of **Adama Bah, Executive Director / CEO** (\$12,000) against **every comparable organization** that fit the selection criteria — **181** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

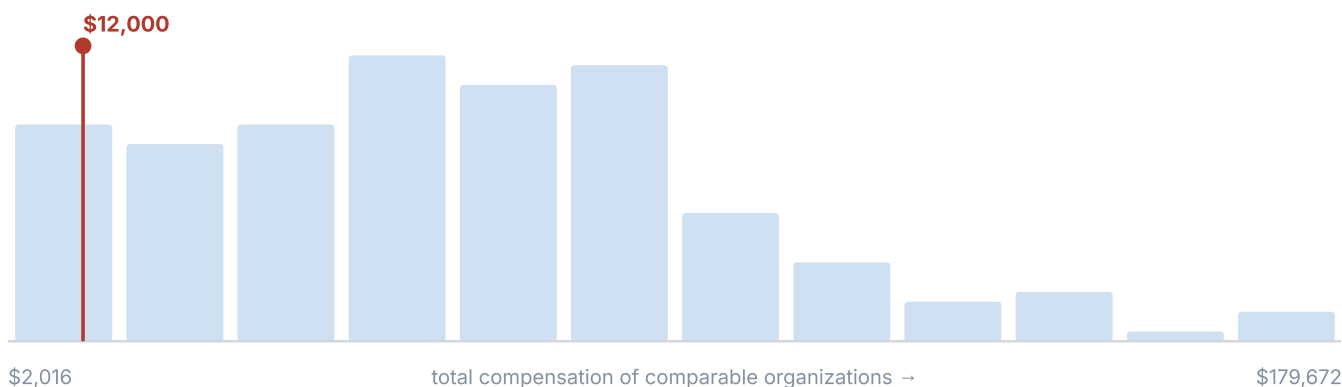
Benchmarked executive: Adama Bah — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S20).
BUDGET	Total revenue between \$116,070 and \$259,858 — 0.67x to 1.50x the subject's \$173,239 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S20), nationwide + budget 0.67–1.5x revenue.

181 organizations qualified on sector, size, and geography → **181** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$16,184	\$34,897	\$58,622	\$86,058	\$110,248	\$12,000
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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 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
Alton Forward	IL	\$172,875	Executive Dir. (Thru Nov 2024)	\$125,685	\$136,741	2024
Jasper County Neighbors United Inc	SC	\$174,569	Executive Director	\$130,000	\$146,217	2025
Main Street Corydon Ind Inc	IN	\$171,895	Executive Director	\$56,846	\$66,341	2024
Nuiqsut Community Development Fdn	AK	\$175,000	Executive Di	\$148,500	\$161,755	2023
Sharon Community Development Corp	PA	\$171,378	Executive Director	\$92,533	\$102,118	2024
Dyersville Events Inc	IA	\$175,347	President	\$22,375	\$27,913	2023
Chesterfield County Coordinating Council	SC	\$175,571	Director Of Operations	\$24,827	\$28,663	2024
Bbb Business And Consumer Foundation	ID	\$176,204	Ceo	\$89,280	\$105,104	2024
Northern Lights Building Company	MN	\$176,435	Treasurer, Secretary	\$2,540	\$2,777	2024
Lifeworks Ministries Inc	IN	\$177,361	Executive Di	\$54,000	\$64,881	2023
Light Economic And Development Inc	TX	\$177,820	Secretary/tr	\$6,670	\$7,602	2023
Vamos Concertacion Ciudadana Inc	PR	\$167,716	Support Services	\$36,750	\$37,835	2023
Fields Corner Main Street Inc	MA	\$167,385	Executive Director	\$101,777	\$98,604	2025
Into The Field	OH	\$166,593	President Executive Director	\$3,500	\$4,102	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Barre 2000 And Beyond Inc	VT	\$180,928	Executive Director	\$65,383	\$72,828	2024
Sdhc Building Opportunities Inc	CA	\$181,216	Interim Board Chair	\$73,722	\$72,530	2023
Cambio Pr Inc	PR	\$181,250	Director	\$69,625	\$71,682	2023
Downtown Natchez Alliance	MS	\$164,494	Executive Director	\$39,587	\$48,792	2024
Willow Apts Group Home Inc	KY	\$164,382	Director	\$56,355	\$68,983	2023
Cambridge Main Street Inc	MD	\$164,326	Executive Di	\$65,371	\$69,632	2023
New Entrepreneurs Opportunity Fund	OH	\$182,506	Executive Director	\$42,000	\$50,683	2023
Missional Chaplains Incorporated	MI	\$183,503	Executive Di	\$69,996	\$79,953	2024
Allegheny Clarion Development Corp	PA	\$184,087	Executive Di	\$35,650	\$40,505	2023
Abayomi Community Development	MI	\$162,260	Director	\$60,000	\$68,535	2024
Brewery District Community Urban Redevelopment Corporation	OH	\$162,110	Trail Director	\$61,543	\$74,266	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 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.

Sample, role match & sensitivity

PEER COUNT **181** organizations. Compensation range \$2,016–\$179,672; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$173,239); for reference, expenses \$1,178,290 and assets \$74,949. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Adama Bah, reported title " <i>Executive Dir.</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	14 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	8 th
Total compensation (D + F), as reported (no adjustments)	9 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	7 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 (Adama Bah) 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 181 similarly situated organizations (Same NTEE sector (S20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$12,000 is reasonable (approximately the 8th 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.