

This analysis benchmarks the total compensation of **Donaji Stelzig, Executive Director / CEO** (\$10,935) against **every comparable organization** that fit the selection criteria — **117** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

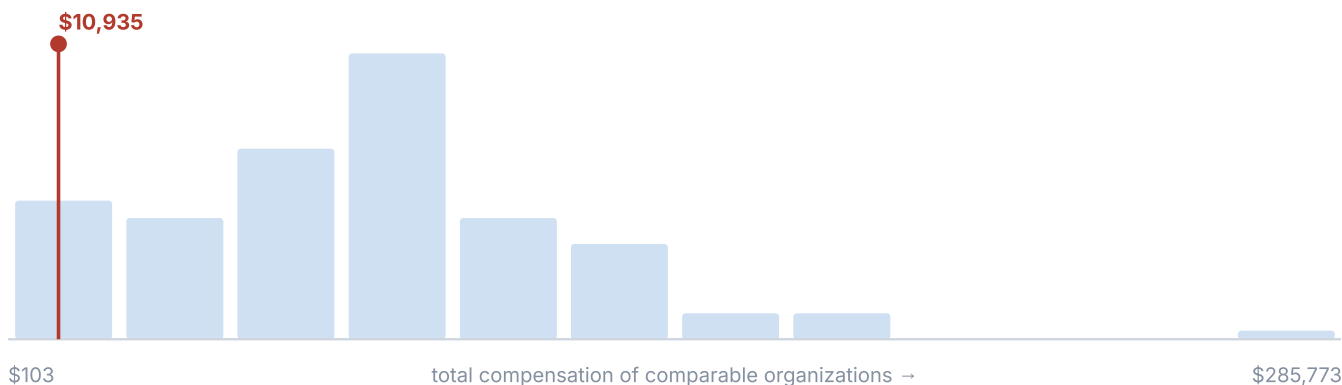
Benchmarked executive: Donaji Stelzig — reported title "FOUNDER", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E70).
BUDGET	Total revenue between \$222,076 and \$497,185 — 0.67x to 1.50x the subject's \$331,457 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E70), nationwide + budget 0.67–1.5x revenue.

117 organizations qualified on sector, size, and geography → **117** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,808	\$47,304	\$75,463	\$98,847	\$132,756	\$10,935
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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 TX 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
Community Access To Coordinated	NE	\$333,588	Executive Di	\$61,792	\$68,402	2023
Playmakers Fitness Foundation Inc	MI	\$333,631	Executive Director	\$118,046	\$121,805	2024
Integrated Center For Group Medical	MA	\$334,755	Director	\$21,578	\$19,384	2024
Arts And Healing Initiative	CA	\$339,180	Executive Direc	\$119	\$103	2024
The Fairfield County Medical Association	CT	\$321,696	Executive Director Through 5/1/24	\$129,977	\$121,830	2024
La Casa De La Salud	VA	\$319,985	Officer	\$43,000	\$41,505	2024
November Project Inc	MA	\$319,483	Executive Dir.	\$110,000	\$101,736	2023
Intercultural Center For Health Research And Wellness	TX	\$318,990	President	\$96,011	\$98,847	2023
Formed Families Forward	VA	\$346,633	Executive Di	\$85,238	\$82,275	2024
Healthy Alliances Matter For All	MN	\$346,830	Executive Director	\$66,160	\$67,283	2023
Needle Exchange Emergency Distribution	CA	\$315,045	Director	\$36,772	\$31,743	2024
The Patient Revolution Inc	MN	\$348,045	Executive Director	\$141,440	\$139,715	2024
Wisconsin Northern Highland Ahec Inc	WI	\$314,699	Executive Dir.	\$100,928	\$102,656	2025
Seven Star Academy Inc	LA	\$348,540	Executive Director & Founder	\$85,227	\$96,588	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Breastfeeding Outreach For Our	OH	\$313,880	Executive Di	\$151,218	\$160,113	2024
His Healing Hands	CA	\$311,958	Ceo	\$93,936	\$81,089	2024
Starting Hearts	CO	\$310,830	Executive Director	\$92,000	\$90,794	2023
People Advocating Recovery Inc	KY	\$353,644	President	\$95,000	\$102,033	2024
Midwest Street Medicine	SD	\$308,652	Medical Director	\$30,000	\$32,246	2025
The Annie Appleseed Project	FL	\$354,438	President	\$53,000	\$48,491	2025
Upstream Public Health	OR	\$308,414	Executive Director	\$55,500	\$51,524	2024
National Nurse Practitioner Residency	CT	\$356,680	Executive Director	\$188,381	\$181,788	2023
Nevada Medical Center Inc	NV	\$305,650	President	\$85,800	\$83,760	2025
Carefirst Carolina Foundation	SC	\$359,527	Foundation D	\$10,500	\$11,274	2023
Healthy Community Coalition	ME	\$359,679	Former President	\$50,167	\$50,219	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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 117 organizations. Compensation range \$103–\$285,773; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$331,457); for reference, expenses \$128,471 and assets \$272,271. **Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.**

ROLE MATCH	Donaji Stelzig, reported title " <i>FOUNDER</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	8 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	7 th
Total compensation (D + F), as reported (no adjustments)	8 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 (Donaji Stelzig) 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 117 similarly situated organizations (Same NTEE sector (E70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,935 is reasonable (approximately the 7th 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.