

Bay Area American Indian Council

Executive Director / CEO

EIN 943248408

CA · NTEE P20

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Whitney, Executive Director / CEO** (\$28,167) against **every comparable organization** that fit the selection criteria — **111** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **24th** percentile of comparable organizations below the typical range for comparable organizations

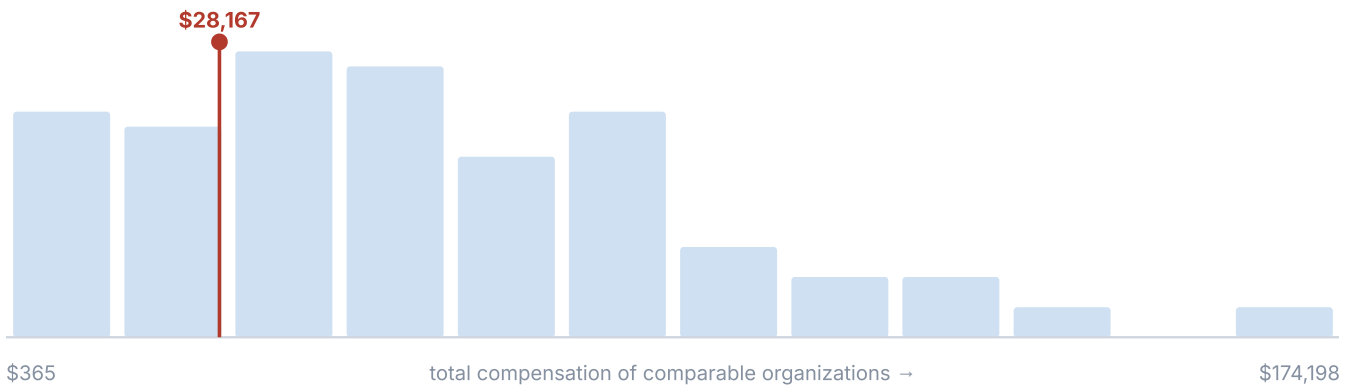
Benchmarked executive: Nancy Whitney — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P20).
BUDGET	Total revenue between \$177,776 and \$398,007 — 0.67x to 1.50x the subject's \$265,338 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P20) + CA + budget 0.67–1.5x revenue.

111 organizations qualified on sector, size, and geography → **111** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$10,000	\$28,646	\$48,000	\$76,422	\$104,695	\$28,167
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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 CA 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
Alcohol And Drug Abuse Council	CA	\$265,389	Cfo	\$127,253	\$131,012	2023
Turnout Inc	CA	\$264,625	Executive Director & Board Chair From 6/2024	\$44,502	\$44,502	2024
Braided Wisdom Inc	CA	\$266,071	Ceo & Executive Director	\$82,650	\$82,650	2024
Lanterns Global Inc	CA	\$266,195	Ceo	\$16,220	\$16,220	2024
Miracle Mile Community Practice	CA	\$267,307	Executive Dir.	\$77,000	\$77,000	2024
Hope Refuge Inc	CA	\$261,725	President	\$4,897	\$5,042	2023
Senior Volunteer Services	CA	\$259,241	Executive Dir.	\$32,068	\$33,015	2023
The Fiatm Group Inc	CA	\$272,219	Founder & Chair	\$76,628	\$78,891	2023
Santa Barbara County Food Action Network	CA	\$256,376	Executive Director	\$90,000	\$90,000	2024
Epicenter Foundation	CA	\$274,430	Founder And Executive Director	\$29,847	\$29,847	2024
Arevim Institute	CA	\$274,642	Cfo, Secretary	\$4,192	\$4,316	2023
Bloom Here Inc	CA	\$252,741	Officer, Ceo	\$82,088	\$82,088	2024
Passage To Real Life	CA	\$249,913	President & Ceo	\$33,583	\$34,575	2023
Gracies Giving Hands	CA	\$248,343	Director Of Operations	\$368	\$368	2024
Central Works	CA	\$282,412	Board Member, Company Co-director	\$54,210	\$54,210	2024
Serve Reedley Inc	CA	\$248,211	Program Director	\$51,787	\$53,317	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Narrow Door	CA	\$248,104	President, Director	\$65,658	\$65,658	2024
Coaches Of Influence	CA	\$245,135	Ceo	\$49,777	\$49,777	2024
West Valley Water Polo Foundation	CA	\$285,671	Vice President	\$51,000	\$52,506	2023
Rock N Our Disabilities Foundation	CA	\$244,484	Foudner/ceo	\$16,335	\$16,817	2023
Voices Of The Forgotten Foundation Inc	CA	\$287,659	President	\$33,435	\$33,435	2024
San Francisco Students Back On Track	CA	\$287,822	Director	\$96,000	\$96,000	2024
National Network For District Authorizing	CA	\$242,318	Executive Director	\$174,198	\$174,198	2024
People Partners Foundation	CA	\$289,337	Executive Director	\$84,931	\$84,931	2024
A Touch From Above Lsm Inc	CA	\$290,140	Treasurer	\$12,000	\$11,691	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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 111 organizations. Compensation range \$365–\$174,198; filing years 2020–2025.

SIZE BASIS Matched on total revenue (\$265,338); for reference, expenses \$248,992 and assets \$56,855.

ROLE MATCH	Nancy Whitney, reported title " <i>EXECUTIVE DIRECTOR</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	2 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	24 th
Total compensation (D + F), as reported (no adjustments)	25 th
Reportable pay only (column D), adjusted	26 th
All sources (D + E + F), adjusted	23 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 (Nancy Whitney) 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 111 similarly situated organizations (Same NTEE sector (P20) + CA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$28,167 is reasonable (approximately the 24th 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.