

# West Alameda County Conference

Executive Director / CEO

EIN 943271378

CA · NTEE O20

FY ending 2024-07-31

June 10, 2026

This analysis benchmarks the total compensation of **David R Kiesel, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **58** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** David R Kiesel — reported title “Commissioner”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (O20).

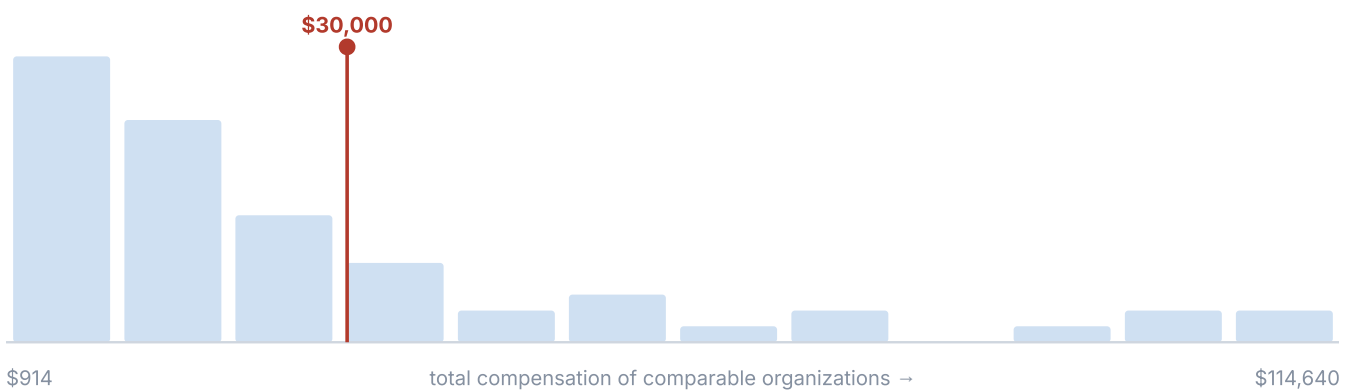
**BUDGET** Total revenue between \$37,318 and \$83,548 — 0.67x to 1.50x the subject's \$55,699 (the band tightens as size grows).

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

**58** organizations qualified on sector, size, and geography

→ **58** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,498	\$7,572	\$15,898	\$34,112	\$68,916	\$30,000
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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 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
<a href="#">Camp Fire Usa Midland County</a>	MI	\$55,168	Executive Dir.	\$57,928	<b>\$71,288</b>	2023
<a href="#">United Services Youth Inc</a>	NC	\$54,655	Program Facilitator	\$91,310	<b>\$112,489</b>	2023
<a href="#">Bgcfw Support Corporation</a>	IN	\$54,511	Chair	\$74,507	<b>\$90,992</b>	2024
<a href="#">Boys And Girls Clubs Of Palm Beach</a>	FL	\$57,190	President & Ceo	\$7,430	<b>\$8,083</b>	2024
<a href="#">Coal City Colts Inc</a>	WV	\$53,919	President	\$1,855	<b>\$2,395</b>	2023
<a href="#">Woodland Amateur Hockey Association</a>	MN	\$57,760	Gambling Man	\$20,433	<b>\$23,382</b>	2024
<a href="#">Kirk Horn Music Fund</a>	OH	\$53,459	Music Director	\$17,750	<b>\$22,415</b>	2023
<a href="#">412 Sports Ministries</a>	PA	\$58,495	Executive Di	\$15,625	<b>\$18,578</b>	2023
<a href="#">Leborne Development</a>	AR	\$51,962	President	\$13,400	<b>\$17,959</b>	2023
<a href="#">Rise Up 4 Change Inc</a>	FL	\$50,560	Ceo	\$13,931	<b>\$15,156</b>	2024
<a href="#">Mueed Inc</a>	CA	\$60,896	Executive Program Director	\$10,800	<b>\$10,800</b>	2024
<a href="#">Bridge Builders Alabama</a>	AL	\$61,080	Executive Director	\$41,200	<b>\$53,068</b>	2023
<a href="#">Camp Wa-ja-to Corporation</a>	KS	\$50,227	Administration Manager	\$20,340	<b>\$25,448</b>	2024
<a href="#">Community Works Youth Development</a>	CA	\$50,000	President & Ceo	\$3,000	<b>\$3,000</b>	2024
<a href="#">Embrace Her Legacy Foundation</a>	NY	\$49,484	Ceo And Chair Of The Board Of Directors	\$30,274	<b>\$32,616</b>	2023
<a href="#">Bethlehem Youth Court Inc</a>	NY	\$49,186	Director	\$39,360	<b>\$42,406</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Anahuak Youth Sports Association</a>	CA	\$48,323	President	\$6,040	<b>\$6,040</b>	2024
<a href="#">Abused Childrens Fund Inc</a>	CA	\$48,317	Former Director	\$9,500	<b>\$9,781</b>	2023
<a href="#">A Leadership Journey</a>	RI	\$47,994	Program Manager	\$6,841	<b>\$7,401</b>	2025
<a href="#">A Place Of Refuge</a>	MI	\$47,815	Director	\$12,000	<b>\$14,344</b>	2024
<a href="#">Men2boys</a>	FL	\$47,235	President	\$13,279	<b>\$14,873</b>	2023
<a href="#">Fresh</a>	MD	\$47,190	Executive Director	\$25,000	<b>\$27,866</b>	2023
<a href="#">Ymca Of San Diego County Jrfy Inc</a>	CA	\$64,621	Secretary	\$56,711	<b>\$56,711</b>	2024
<a href="#">Reclaiming Americas Communities Through Empowermen</a>	CA	\$46,500	Chief Executive Officer	\$37,211	<b>\$38,310</b>	2023
<a href="#">Atlanta Cares Mentoring Movement Inc</a>	GA	\$65,108	Member	\$10,100	<b>\$11,761</b>	2024

**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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

**PEER COUNT** 58 organizations. Compensation range \$914–\$114,640; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$55,699); for reference, expenses \$55,699 and assets \$-2,356.

**ROLE MATCH** David R Kiesel, reported title "*Commissioner*", benchmarked as Executive Director / CEO. **Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.**

**RELATED-ORG PAY** 12 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 5 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	69 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	72 <sup>nd</sup>
Reportable pay only (column D), adjusted	74 <sup>th</sup>
All sources (D + E + F), adjusted	57 <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 (David R Kiesel) 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 58 similarly situated organizations (Same NTEE major group (O), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 69<sup>th</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 10, 2026.