

Senior Women's Golf League

Executive Director / CEO

EIN 201972717

NV · NTEE N50

FY ending 2024-11-30

June 9, 2026

This analysis benchmarks the total compensation of **Virginia Salcedo, Executive Director / CEO** (\$25,249) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66th** percentile of comparable organizations within the typical range

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N50).

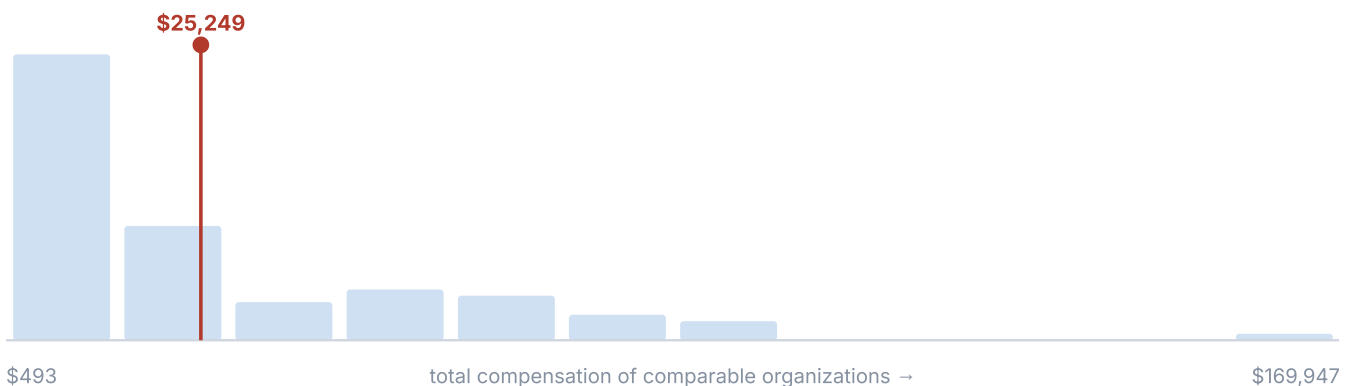
BUDGET Total revenue between \$163,066 and \$365,074 — 0.67x to 1.50x the subject's \$243,383 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N50), nationwide + budget 0.67–1.5x revenue.

92 organizations qualified on sector, size, and geography

→ **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,263 10TH	\$6,513 25TH	\$15,447 MEDIAN	\$41,662 75TH	\$66,254 90TH	\$25,249 THIS ORG · 66TH
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■ **Comparable organizations**

P50
\$2,263

P55
\$6,513

P50
\$15,447

P75
\$41,662

P90
\$66,254

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 NV cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Stowe Mtb Club Inc	VT	\$243,047	\$61,664	990
Davignon Club Inc	NH	\$242,740	\$20,726	990
Adaptive Sports For Kids Inc	TX	\$245,528	\$12,431	990
Agawam Revolver Club Inc	MA	\$246,239	\$1,384	990
Slavish Citizens Club Lilly Pa	PA	\$248,138	\$11,932	990
Los Angeles Water Polo Club	CA	\$252,272	\$53,410	990
Bend Pickleball Club	OR	\$255,527	\$6,948	990
Impact Fc Inc	NC	\$230,053	\$49,660	990
Almaden Riptides	CA	\$229,993	\$55,004	990
Italian Society Of Butler	PA	\$225,821	\$34,628	990
Hui Kanaka Powawae	HI	\$261,538	\$16,277	990
Toyota Land Cruiser Association	CO	\$262,453	\$5,740	990
Polish Sharpshooters Club	PA	\$262,478	\$1,965	990
Day & Knight Chess Club	CA	\$224,228	\$57,734	990
Southeastern Lacrosse Conference Inc	GA	\$223,895	\$5,164	990
Woods Of St Thomas Club Inc	KY	\$223,374	\$19,863	990
Benscreek Social & Citizens Club	PA	\$223,306	\$7,036	990
Thompson Rod & Gun Club Inc	CT	\$264,600	\$6,197	990
Liberty Hose Co No 2	PA	\$220,452	\$31,957	990
Northwest Sports Association	WA	\$266,630	\$66,939	990
St Boniface Ushers Club	PA	\$270,770	\$29,051	990
Wood City Riders Snowmobile Club	MN	\$215,332	\$493	990
Mcguire's Irish Runners Inc	FL	\$213,742	\$1,930	990
Liberty Fire Company Marching Club Inc	PA	\$212,855	\$5,596	990

ORGANIZATION	STATE	TOTAL REVENUE	TOTAL COMP	SOURCE
Veterans Cigar Club	MD	\$212,845	\$48,500	990

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 NV 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 92 organizations. Compensation range \$493–\$169,947; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$243,383); for reference, expenses \$250,814 and assets \$0.

ROLE MATCH Virginia Salcedo, reported title "*EXECUTIVE DIRECTOR/PRESIDE*", benchmarked as Executive Director / CEO. The title maps directly to this role.

OUTLIERS 1 peer 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	66 th
Total compensation (D + F), as reported (no adjustments)	66 th
Reportable pay only (column D), adjusted	66 th
All sources (D + E + F), adjusted	66 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 (Virginia Salcedo) 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 92 similarly situated organizations (Same NTEE sector (N50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,249 is reasonable (approximately the 66th 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). 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.