

# Friends Of Concord Crew

Executive Director / CEO

EIN 030388282

NH · NTEE N67

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Steven Garside, Executive Director / CEO** (\$28,900) against **every comparable organization** that fit the selection criteria — **83** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **33<sup>rd</sup>** percentile of comparable organizations within the typical range

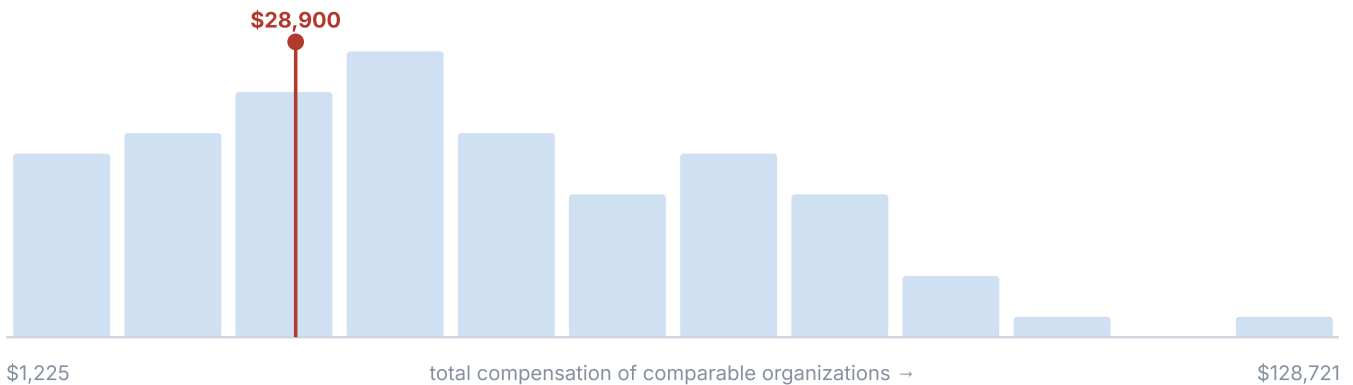
**Benchmarked executive:** Steven Garside — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (N67).
- BUDGET** Total revenue between \$150,754 and \$337,510 — 0.67x to 1.50x the subject's \$225,007 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (N67), nationwide + budget 0.67–1.5x revenue.

**83** organizations qualified on sector, size, and geography → **83** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,801	\$24,174	\$41,646	\$65,980	\$79,300	\$28,900
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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 NH 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="#">Southside Water Polo Club</a>	TX	\$224,949	Vice President	\$26,382	<b>\$29,337</b>	2024
<a href="#">Urbansurf4kids</a>	CA	\$223,933	Executive Director	\$87,262	<b>\$83,764</b>	2024
<a href="#">Central Jersey Aquatic Club Inc</a>	NJ	\$222,728	Treasurer	\$19,702	<b>\$19,554</b>	2024
<a href="#">Us Swimming-missouri Valley</a>	KS	\$222,473	Executive Director	\$64,900	<b>\$77,942</b>	2024
<a href="#">Thresher Aquatics Inc</a>	FL	\$227,827	President	\$24,000	<b>\$26,861</b>	2022
<a href="#">Atomic City Aquatic Club</a>	TN	\$221,438	Executive Directorcoach	\$45,009	<b>\$52,593</b>	2024
<a href="#">Surfers For Autism li Inc</a>	FL	\$219,343	Officer-president	\$25,000	<b>\$26,878</b>	2023
<a href="#">Abilities At Windjammer Inc</a>	FL	\$231,446	President/ceo	\$38,173	<b>\$41,042</b>	2023
<a href="#">Richfield Swim Club</a>	MN	\$232,064	Head Coach	\$65,289	<b>\$69,867</b>	2025
<a href="#">Sea Scope Incorporated</a>	IN	\$217,748	Ceo	\$29,264	<b>\$35,320</b>	2023
<a href="#">South Orlando Rowing Association</a>	FL	\$217,632	Board Member	\$33,000	<b>\$34,462</b>	2024
<a href="#">Rowing Club Of The Woodlands Inc</a>	TX	\$233,348	Head Coach - Independent Contractor But Key To The Operations Of The Organization	\$29,000	<b>\$32,248</b>	2024
<a href="#">Jackson Aquatic Club Inc</a>	MS	\$216,580	Executive Di	\$69,951	<b>\$86,607</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Richmond Athletics</a>	TX	\$216,065	President	\$12,115	<b>\$13,472</b>	2024
<a href="#">Mid-hudson Aquatics Inc</a>	NY	\$234,361	President	\$28,500	<b>\$28,629</b>	2024
<a href="#">Rocky Mt Rapids Swim Team</a>	CO	\$235,174	Head Coach	\$40,000	<b>\$42,637</b>	2024
<a href="#">Mbu Water Polo Foundation</a>	CA	\$235,745	Executive Di	\$34,541	<b>\$34,136</b>	2023
<a href="#">Chicago Training Center</a>	IL	\$236,029	Executive Director	\$70,000	<b>\$76,502</b>	2024
<a href="#">Lodi City Swim Club</a>	CA	\$211,195	President	\$58,409	<b>\$56,067</b>	2024
<a href="#">Tampa Bay Aquatics Central Booster</a>	FL	\$238,903	Head Coah/officers	\$84,328	<b>\$85,795</b>	2025
<a href="#">Great Lakes Tritons Inc</a>	MI	\$239,102	Key Employee	\$62,655	<b>\$74,014</b>	2023
<a href="#">One With The Water</a>	AR	\$240,158	Executive Director	\$37,919	<b>\$47,381</b>	2024
<a href="#">Swim Focus</a>	CA	\$208,635	Ceo	\$81,000	<b>\$77,753</b>	2024
<a href="#">Hummelstown Swim Club</a>	PA	\$208,566	President	\$6,000	<b>\$6,848</b>	2023
<a href="#">Honolulu Water Polo</a>	HI	\$208,198	Executive Di	\$65,000	<b>\$64,693</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NH cost of living and 2025 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 NH 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	83 organizations. Compensation range \$1,225–\$128,721; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$225,007); for reference, expenses \$205,551 and assets \$255,769.
ROLE MATCH	Steven Garside, reported title " <i>DIRECTOR</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	33 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	36 <sup>th</sup>
Reportable pay only (column D), adjusted	36 <sup>th</sup>
All sources (D + E + F), adjusted	33 <sup>rd</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 (Steven Garside) 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 83 similarly situated organizations (Same NTEE sector (N67), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$28,900 is reasonable (approximately the 33<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.