

# New York Bicycling Coalition Inc

Executive Director / CEO

EIN 112999677

NY · NTEE N60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Anne Savage, Executive Director / CEO** (\$39,726) against **every comparable organization** that fit the selection criteria — **150** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

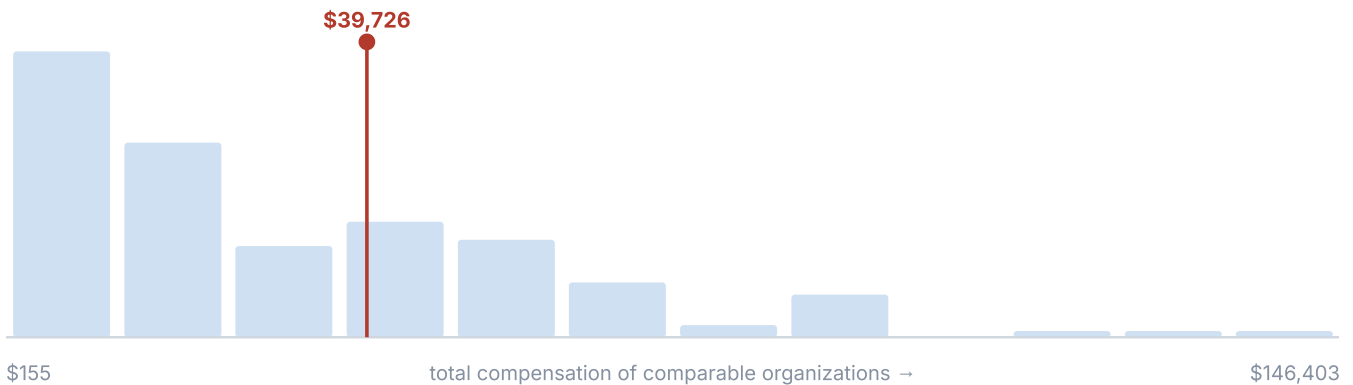
**Benchmarked executive:** Anne Savage — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

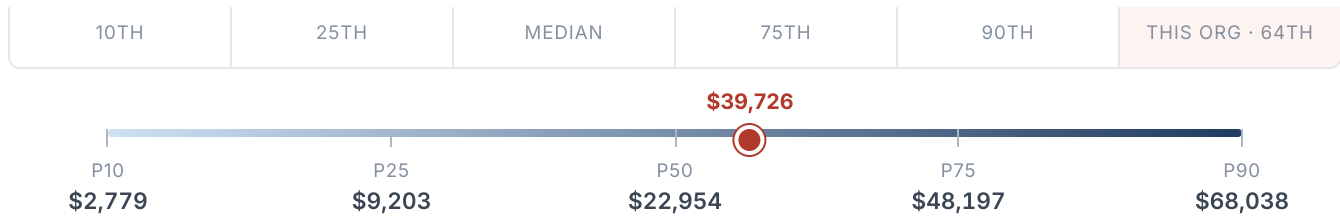
SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$152,177 and \$340,695 — 0.67x to 1.50x the subject's \$227,130 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

**150** organizations qualified on sector, size, and geography → **150** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,779	\$9,203	\$22,954	\$48,197	\$68,038	<b>\$39,726</b>
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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 NY 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="#">Texas 512 Volleyball Club</a>	TX	\$226,876	President	\$62,000	<b>\$70,661</b>	2023
<a href="#">Rallycap Sports Inc</a>	NJ	\$227,603	Executive Director	\$93,381	<b>\$92,266</b>	2024
<a href="#">Loveland Volleyball Inc</a>	CO	\$227,604	President	\$4,000	<b>\$4,370</b>	2023
<a href="#">Lax Devils Lacrosse Club Inc</a>	AZ	\$225,623	Defensive Coordinator	\$12,000	<b>\$13,688</b>	2022
<a href="#">Baltimore Sports Academy Inc</a>	MD	\$223,998	Executive Dir.	\$86,676	<b>\$89,676</b>	2024
<a href="#">Orange County Sports Alliance</a>	CA	\$230,882	President	\$11,555	<b>\$11,042</b>	2024
<a href="#">Bronxville Youth Lacrosse Association Inc</a>	NY	\$231,037	Director	\$8,000	<b>\$8,000</b>	2024
<a href="#">Metro Fha</a>	VA	\$223,026	Assignor	\$13,773	<b>\$14,717</b>	2024
<a href="#">Owatonna Gymnastic Club Inc</a>	MN	\$231,276	Executive Director	\$68,433	<b>\$72,902</b>	2025
<a href="#">Syracuse Chargers Rowing Club Inc</a>	NY	\$231,889	Executive Director	\$17,432	<b>\$17,432</b>	2024
<a href="#">Red Rock Heat Volleyball Club</a>	UT	\$231,933	Director/pre	\$14,547	<b>\$16,052</b>	2025
<a href="#">Western Maryland Lacrosse Officials Association Inc</a>	MD	\$221,638	President	\$150	<b>\$155</b>	2024
<a href="#">Girls On The Run Of Northwest Ohio</a>	OH	\$232,623	Executive Director	\$76,758	<b>\$89,969</b>	2024
<a href="#">Responsible Athletes Program</a>	CA	\$221,565	Director	\$41,484	<b>\$39,642</b>	2024
<a href="#">Westbrook Seals</a>	ME	\$232,818	Head Coach	\$58,938	<b>\$63,628</b>	2025
<a href="#">Gowags Teams Inc</a>	PA	\$220,662	Vice President	\$2,520	<b>\$2,781</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Sons Of Thunder Academy</a>	CO	\$219,944	Club Manager	\$46,042	<b>\$50,300</b>	2023
<a href="#">Bison Wrestling Club</a>	ND	\$219,622	Head Coach	\$15,609	<b>\$19,516</b>	2023
<a href="#">Littleton Youth Sports</a>	CO	\$235,485	President	\$28,008	<b>\$29,721</b>	2024
<a href="#">Hermantown Youth Soccer Assn Inc</a>	MN	\$218,038	Board/gambli	\$24,358	<b>\$26,635</b>	2024
<a href="#">Arrows Athletics Inc</a>	FL	\$237,150	President	\$19,462	<b>\$20,233</b>	2024
<a href="#">Idaho Youth Sports Commission Inc</a>	ID	\$217,026	Executive Dir.	\$40,000	<b>\$47,090</b>	2024
<a href="#">Dive Lab</a>	CA	\$237,642	Director And Cfo	\$5,775	<b>\$5,519</b>	2024
<a href="#">Northeast United Soccer Club</a>	MN	\$237,766	Executive Director	\$1,000	<b>\$1,093</b>	2024
<a href="#">Johnston Volleyball Club Inc</a>	IA	\$238,107	Director	\$13,160	<b>\$15,535</b>	2025

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to NY 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 NY 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	150 organizations. Compensation range \$155–\$146,403; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$227,130); for reference, expenses \$210,340 and assets \$69,181.
ROLE MATCH	Anne Savage, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer 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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	67 <sup>th</sup>
Reportable pay only (column D), adjusted	65 <sup>th</sup>
All sources (D + E + F), adjusted	64 <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 (Anne Savage) 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 150 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,726 is reasonable (approximately the 64<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 9, 2026.