

Bloody Run Social Club

Executive Director / CEO

EIN 232909561
 PA · NTEE N50
 FY ending 2025-03-31
June 9, 2026

This analysis benchmarks the total compensation of **Kimberly Conner, Executive Director / CEO** (\$49,995) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **96th** percentile of comparable organizations above the 90th percentile — board review recommended

Benchmarked executive: Kimberly Conner — reported title “SECRETARY/ TREASURER”, 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 (N50).
- BUDGET Total revenue between \$284,489 and \$636,916 — 0.67x to 1.50x the subject's \$424,611 (the band tightens as size grows).
- GEOGRAPHY Same NTEE sector (N50) + PA + budget 0.67–1.5x revenue.

25 organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

Distribution of comparable compensation





● 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 PA 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
Hill-top Athlectic Association	PA	\$427,687	Trustee	\$5,200	\$5,338	2024
South End Beneficial Association	PA	\$429,629	President	\$31,200	\$32,026	2024
Newport Social Order Of Owls Inc	PA	\$402,089	Officer	\$6,985	\$7,382	2023
Kane Vets Home Association Inc	PA	\$366,159	1 Year Trustee	\$10,200	\$10,200	2025
West Wyomissing Fire Co Social	PA	\$486,412	President	\$4,195	\$4,433	2023
West End Fire Company No 3	PA	\$360,857	Trustee	\$3,604	\$3,699	2024
Mertztown Rod And Gun Club	PA	\$360,677	Steward	\$8,717	\$8,948	2024
Clarion County Rod & Gun Club	PA	\$358,511	Treasurer/se	\$8,631	\$9,121	2023
Mt Pleasant Fire Co Social Quarters	PA	\$356,673	President	\$5,200	\$5,338	2024
The American Italian Bocce Club Of Royersford Pa	PA	\$352,147	Treasurer	\$58,863	\$62,205	2023
German American Federation	PA	\$348,517	President	\$10,116	\$10,384	2024
Fearless Fire Co No 14 Of Allentown	PA	\$514,195	President	\$500	\$513	2024
Home Association Ephraim Slaug	PA	\$332,199	President	\$10,484	\$11,079	2023
Bpoe Elks No 436 Home Association	PA	\$522,008	Treasurer	\$4,000	\$4,000	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Goodwill Beneficial Association	PA	\$321,975	Financial Secretary/direct	\$2,951	\$3,119	2023
Newberry Independent Club	PA	\$311,297	President	\$10,800	\$11,413	2023
Amvets Home Association	PA	\$538,840	Manager-prior	\$33,220	\$35,106	2023
Upper Saucon Social Quarters	PA	\$307,910	Bar Manager	\$22,985	\$24,290	2023
Harmonie Singing Society	PA	\$296,714	Treasurer	\$8,710	\$8,940	2024
Hillside Rod & Gun Club Of	PA	\$562,457	Director	\$21,951	\$22,532	2024
Detrich Brechbill Home Association	PA	\$567,129	Treasurer	\$1,800	\$1,848	2024
La Nuova Aurora Society Inc	PA	\$569,380	Treasurer	\$12,953	\$13,296	2024
The Pymatuning Sportsmens Club Inc	PA	\$599,297	Secretary	\$16,681	\$17,122	2024
Cascade Park Club Inc	PA	\$611,006	President	\$5,200	\$5,338	2024
West Lawn Quoiting Association Inc	PA	\$628,838	President	\$8,800	\$9,033	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	25 organizations. Compensation range \$513–\$62,205; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$424,611); for reference, expenses \$456,116 and assets \$330,661.
ROLE MATCH	Kimberly Conner, reported title " <i>SECRETARY/ TREASURER</i> ", 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.

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	96 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	96 th
All sources (D + E + F), adjusted	96 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 (Kimberly Conner) 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 25 similarly situated organizations (Same NTEE sector (N50) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$49,995 is reasonable (approximately the 96th 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.