

Agawam Revolver Club Inc

Executive Director / CEO

EIN 261124661

MA · NTEE N50

FY ending 2023-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Frederick L Kaminski, Executive Director / CEO** (\$1,500) against **every comparable organization** that fit the selection criteria — **91** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Frederick L Kaminski — reported title “CLERK”, 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).

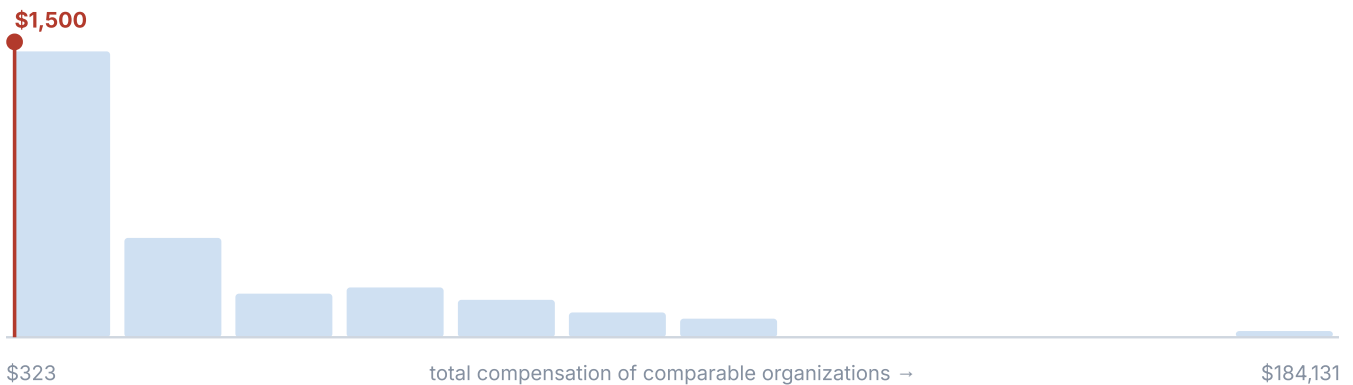
BUDGET Total revenue between \$164,980 and \$369,358 — 0.67x to 1.50x the subject's \$246,239 (the band tightens as size grows).

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

91 organizations qualified on sector, size, and geography

→ **91** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,091	\$6,700	\$15,389	\$42,124	\$70,714	\$1,500
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10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 7TH
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\$1,500



● 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 MA 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
Adaptive Sports For Kids Inc	TX	\$245,528	Executive Director	\$12,100	\$13,469	2023
Slavish Citizens Club Lilly Pa	PA	\$248,138	President	\$803	\$891	2023
Senior Women's Golf League	NV	\$243,383	Executive Director/preside	\$25,249	\$27,357	2024
Stowe Mtb Club Inc	VT	\$243,047	Executive Director	\$59,648	\$66,811	2023
Davignon Club Inc	NH	\$242,740	President	\$7,451	\$7,436	2024
Los Angeles Water Polo Club	CA	\$252,272	President	\$62,000	\$57,868	2024
Bend Pickleball Club	OR	\$255,527	President	\$7,500	\$7,529	2024
Hui Kanaka Powawae	HI	\$261,538	President	\$17,700	\$17,635	2023
Impact Fc Inc	NC	\$230,053	Director Of	\$46,793	\$53,804	2023
Toyota Land Cruiser Association	CO	\$262,453	Treasurer	\$6,000	\$6,219	2024
Polish Sharpshooters Club	PA	\$262,478	President	\$1,975	\$2,128	2024
Almaden Riptides	CA	\$229,993	President	\$63,850	\$59,595	2024
Thompson Rod & Gun Club Inc	CT	\$264,600	Fmr Treasure	\$6,625	\$6,714	2024
Northwest Sports Association	WA	\$266,630	President	\$32,941	\$32,820	2023
Italian Society Of Butler	PA	\$225,821	Bar Steward	\$33,807	\$37,517	2023
Day & Knight Chess Club	CA	\$224,228	President/ceo	\$67,019	\$62,552	2024
Southeastern Lacrosse Conference Inc	GA	\$223,895	President	\$5,000	\$5,595	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Woods Of St Thomas Club Inc	KY	\$223,374	Treasurer	\$18,000	\$21,520	2023
Benscreek Social & Citizens Club	PA	\$223,306	President	\$300	\$323	2024
St Boniface Ushers Club	PA	\$270,770	Manager	\$28,363	\$31,476	2023
Liberty Hose Co No 2	PA	\$220,452	General Employee	\$31,200	\$34,624	2023
West End Fire Company No 3 Social	PA	\$274,606	President	\$2,388	\$2,573	2024
Wood City Riders Snowmobile Club	MN	\$215,332	Treasurer	\$500	\$534	2024
Mcguire's Irish Runners Inc	FL	\$213,742	President	\$2,000	\$2,091	2023
Krewe Of Pontchartrain Inc	LA	\$279,055	Pres/treas	\$6,000	\$7,141	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2023 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 MA 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	91 organizations. Compensation range \$323–\$184,131; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$246,239); for reference, expenses \$206,750 and assets \$698,911.
ROLE MATCH	Frederick L Kaminski, reported title " <i>CLERK</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	7 th
Total compensation (D + F), as reported (no adjustments)	7 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	7 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 (Frederick L Kaminski) 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 91 similarly situated organizations (Same NTEE sector (N50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,500 is reasonable (approximately the 7th 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.