

# California Fitness Fun Inc

Executive Director / CEO

EIN 273753474  
 CA · NTEE N40  
 FY ending 2024-12-31  
**June 9, 2026**

This analysis benchmarks the total compensation of **Daniel Ferrez, Executive Director / CEO** (\$45,000) 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 **32<sup>nd</sup>** percentile of comparable organizations within the typical range

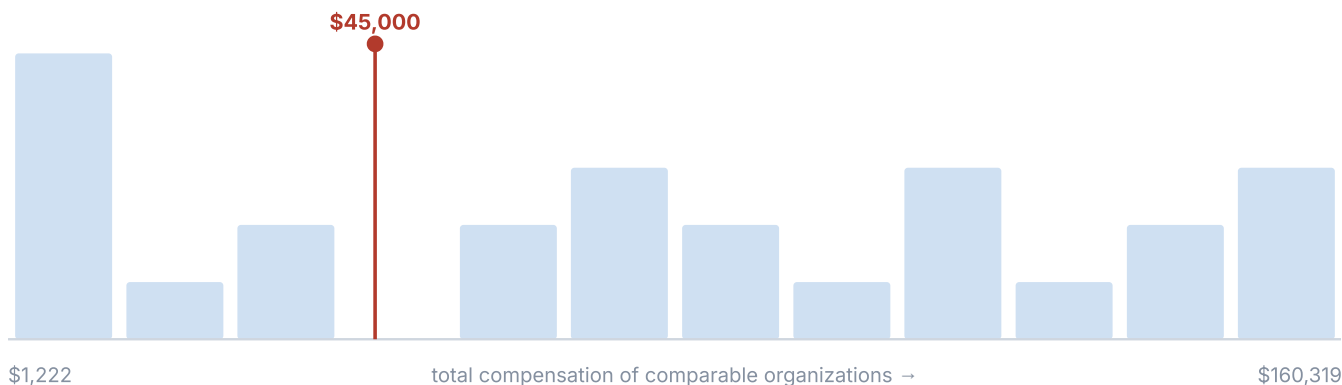
**Benchmarked executive:** Daniel Ferrez — reported title "PRESIDENT", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N40).
BUDGET	Total revenue between \$325,960 and \$729,762 — 0.67x to 1.50x the subject's \$486,508 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N40), nationwide + 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



\$6,409	\$33,068	\$80,307	\$120,273	\$149,477	\$45,000
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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 CA 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="#">St Charles County Youth Soccer</a>	MO	\$488,019	Executive Director	\$89,819	<b>\$113,424</b>	2023
<a href="#">Usa South Athletic Conference Inc</a>	GA	\$480,904	Commissioner	\$135,738	<b>\$153,983</b>	2025
<a href="#">Omaha Sports Commission</a>	NE	\$504,252	President/executive Director	\$111,294	<b>\$142,719</b>	2023
<a href="#">Northwest Conference</a>	OR	\$459,760	Commissioner	\$89,704	<b>\$93,986</b>	2025
<a href="#">College Conference Of Illinois And</a>	IL	\$516,931	Executive Dir.	\$13,905	<b>\$15,831</b>	2024
<a href="#">Ohio Valley Athletic Conference Inc</a>	OH	\$539,037	Executive Director	\$31,212	<b>\$37,297</b>	2025
<a href="#">Nhb Futbol Club Inc</a>	CA	\$543,450	President	\$33,068	<b>\$33,068</b>	2024
<a href="#">Angels Boxing Academy Limited</a>	IL	\$411,044	President	\$106,888	<b>\$125,289</b>	2023
<a href="#">Cascade Collegiate Conference</a>	OR	\$562,728	Commissioner	\$153,015	<b>\$160,319</b>	2025
<a href="#">Tidal Wave Swim Foundation Inc</a>	GA	\$407,922	President/head Coach	\$63,458	<b>\$73,892</b>	2024
<a href="#">Overland Park Soccer</a>	KS	\$398,597	Academy Director	\$49,458	<b>\$61,877</b>	2024
<a href="#">American Rivers Conference</a>	IA	\$583,725	Commissioner	\$60,000	<b>\$76,081</b>	2024
<a href="#">Robert Jacobson Sports Foundation Inc</a>	NY	\$585,206	Leibel	\$150,000	<b>\$156,970</b>	2024
<a href="#">Jacksonville-onslow Sports Commission</a>	NC	\$387,711	Executive Director	\$98,600	<b>\$114,943</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Hopkinton Youth Soccer Inc</a>	MA	\$588,975	Director	\$10,000	<b>\$10,407</b>	2024
<a href="#">Super Essex Conference</a>	NJ	\$354,550	Executive Director	\$3,525	<b>\$3,551</b>	2025
<a href="#">The Fairfield County Interscholasti</a>	CT	\$341,040	President	\$1,125	<b>\$1,222</b>	2024
<a href="#">Pine City Civic Center Association</a>	MN	\$337,878	Treasurer	\$3,358	<b>\$3,743</b>	2025
<a href="#">Next Step Archery</a>	WA	\$330,823	Vice Preside	\$10,154	<b>\$10,528</b>	2024
<a href="#">North Atlantic Conference Inc</a>	ME	\$327,188	Executive Dir.	\$106,461	<b>\$120,273</b>	2025
<a href="#">Rmd Community Sports Association</a>	WA	\$678,851	President	\$79,503	<b>\$80,307</b>	2025
<a href="#">Pine-richland Youth Center</a>	PA	\$689,208	Executive Director - Through Dec 2023	\$118,311	<b>\$136,634</b>	2024
<a href="#">Denver City Lax</a>	CO	\$689,768	Executive Director	\$87,500	<b>\$97,165</b>	2024
<a href="#">Usa Youth And High School Rugby</a>	DC	\$695,335	Executive Director	\$92,125	<b>\$93,622</b>	2024
<a href="#">Fountain City Classic Inc</a>	GA	\$706,709	Secretary	\$52,550	<b>\$61,191</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	25 organizations. Compensation range \$1,222–\$160,319; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$486,508); for reference, expenses \$460,502 and assets \$26,006.
ROLE MATCH	Daniel Ferrez, reported title "PRESIDENT", 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.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	32 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	32 <sup>nd</sup>
Reportable pay only (column D), adjusted	32 <sup>nd</sup>
All sources (D + E + F), adjusted	28 <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 (Daniel Ferrez) 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 (N40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$45,000 is reasonable (approximately the 32<sup>nd</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.