

# Pine Grove Fish & Game Protective Assoc

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Gary Fidler, Executive Director / CEO** (\$1,171) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 2<sup>nd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Gary Fidler — 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 (N20).

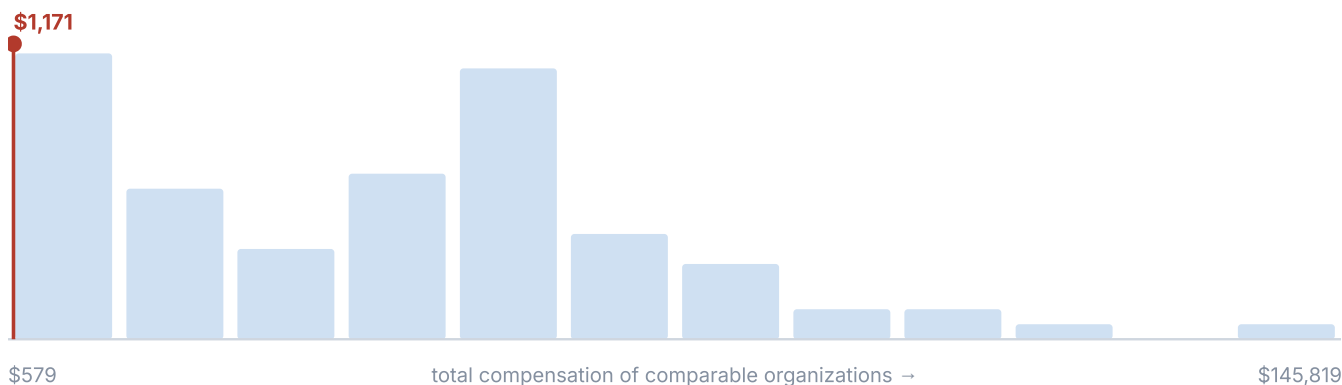
**BUDGET** Total revenue between \$195,359 and \$437,371 — 0.67x to 1.50x the subject's \$291,581 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N20), nationwide + budget 0.67–1.5x revenue.

**82** organizations qualified on sector, size, and geography

→ **82** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,523

\$16,247

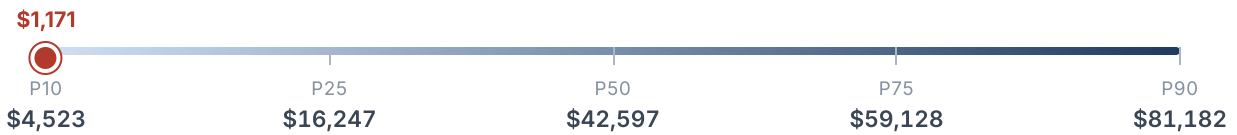
\$42,597

\$59,128

\$81,182

**\$1,171**

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 2ND
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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 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
<a href="#">Why Not Now Inc</a>	IL	\$290,721	Executive Director	\$57,115	<b>\$56,306</b>	2024
<a href="#">Living Waters Ministries Inc</a>	NY	\$290,063	President	\$45,000	<b>\$41,980</b>	2023
<a href="#">Central New York Baptist Youth Camp Inc</a>	NY	\$290,010	Executive Director	\$58,791	<b>\$53,273</b>	2024
<a href="#">Carry On Foundation</a>	UT	\$289,920	Executive Di	\$22,250	<b>\$23,510</b>	2023
<a href="#">Woods &amp; Water Christian Retreat Inc</a>	OH	\$293,911	Executive Di	\$60,859	<b>\$64,638</b>	2024
<a href="#">Camp Tuckabatchee Inc</a>	IL	\$289,205	Executive Director	\$60,000	<b>\$59,151</b>	2024
<a href="#">Original Design</a>	SC	\$288,390	Executive Director	\$59,000	<b>\$61,722</b>	2024
<a href="#">Nami Lehigh Valley</a>	PA	\$295,595	Executive Director	\$59,922	<b>\$61,692</b>	2023
<a href="#">Recreation Unlimited</a>	CA	\$297,394	President	\$74,025	<b>\$64,098</b>	2024
<a href="#">Old Reliable Germantown Fair Inc</a>	KY	\$285,513	Treasurer	\$1,800	<b>\$1,890</b>	2025
<a href="#">Camp O Bannon Of Licking County Inc</a>	OH	\$285,042	Executive Director	\$39,168	<b>\$42,829</b>	2023
<a href="#">Barneyball</a>	WA	\$300,057	President	\$74,350	<b>\$68,722</b>	2023
<a href="#">Rocky Mountain Ministries Inc</a>	WY	\$282,019	Chairman	\$55,000	<b>\$59,058</b>	2024
<a href="#">Huron Forest Camp Cedarridge Inc</a>	MI	\$281,822	Executive Camp Director	\$49,190	<b>\$50,913</b>	2024
<a href="#">Healing Farm Ministries</a>	SC	\$301,409	Executive Di	\$63,302	<b>\$66,223</b>	2024
<a href="#">Friends Of Wabun</a>	CT	\$280,796	Executive Director	\$80,000	<b>\$75,217</b>	2024
<a href="#">Northern Lights Figure Skating Club Inc</a>	MN	\$304,434	Treasurer	\$599	<b>\$579</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Camp Opportunity Incorporated</a>	MD	\$305,621	Executive Director	\$110,000	<b>\$103,125</b>	2024
<a href="#">Feliciana Retreat And Conference Center Inc</a>	LA	\$305,864	Executive Director	\$73,679	<b>\$81,356</b>	2024
<a href="#">Central Oak Heights Association</a>	PA	\$306,112	Former Treasurer	\$1,400	<b>\$1,441</b>	2023
<a href="#">Salt Lake Climbers Alliance Inc</a>	UT	\$307,239	Executive Di	\$85,200	<b>\$87,442</b>	2024
<a href="#">Barton County Club Inc</a>	KS	\$267,097	Secretary	\$10,829	<b>\$11,731</b>	2024
<a href="#">Florida Citrus Sports Foundation Inc</a>	FL	\$265,358	Chief Executive Officer	\$44,985	<b>\$42,377</b>	2024
<a href="#">Johnson City Firefighters</a>	TN	\$265,352	President	\$3,900	<b>\$4,111</b>	2024
<a href="#">The Handicapped Children's Camp For</a>	NY	\$262,959	Secretary	\$10,000	<b>\$9,061</b>	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 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 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	82 organizations. Compensation range \$579–\$145,819; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$291,581); for reference, expenses \$225,033 and assets \$762,773.
ROLE MATCH	Gary Fidler, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	4 peers 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	2 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	6 <sup>th</sup>
All sources (D + E + F), adjusted	2 <sup>nd</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 (Gary Fidler) 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 82 similarly situated organizations (Same NTEE sector (N20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$1,171 is reasonable (approximately the 2<sup>nd</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.