

Crossfit Foundation

Executive Director / CEO

EIN 300513015
 AZ · NTEE W12
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Joshua Murphy, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **10** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **100th** percentile of comparable organizations above the 90th percentile — board review recommended

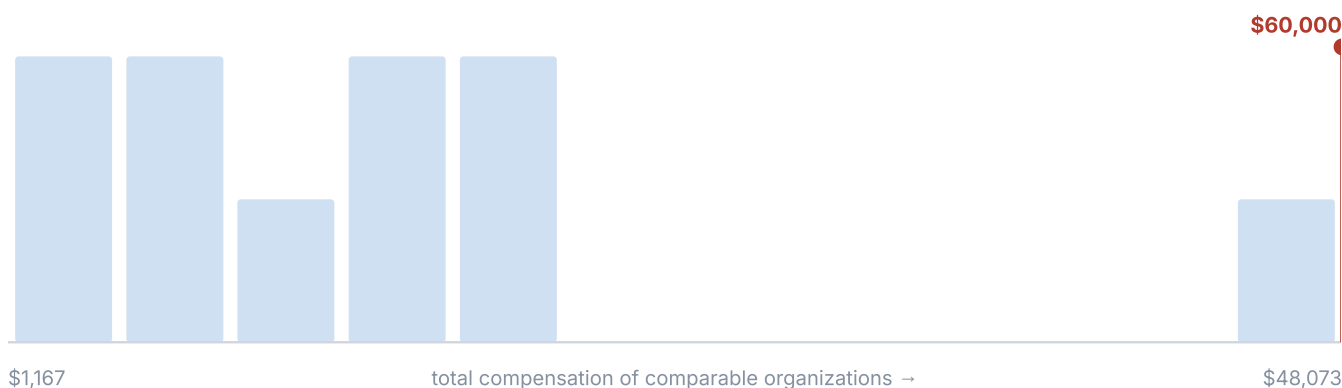
Benchmarked executive: Joshua Murphy — reported title “President/Treas”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (W12).
BUDGET	Total revenue between \$15,686 and \$35,119 — 0.67x to 1.50x the subject's \$23,413 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (W), nationwide + budget 0.67–1.5x revenue.

10 organizations qualified on sector, size, and geography → **10** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,949	\$6,121	\$12,759	\$16,869	\$21,382	\$60,000
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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 AZ 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
Hillhaven Lomod Inc	CA	\$23,958	President Tina Smith	\$1,300	\$1,167	2023
Navy League Of Us Philadelphia Council	PA	\$24,154	Executive Director	\$8,000	\$8,057	2024
Everything Sucks Inc	DE	\$24,422	Trustee	\$2,000	\$2,036	2023
Patricia Memorial Baptist Church	NC	\$21,557	Pastor	\$12,000	\$12,523	2024
Center For Business And Consumer Ethics	OH	\$28,268	Trustee, Exec Director	\$12,149	\$12,995	2024
Us Pugwash	DC	\$30,200	Executive Director	\$6,000	\$5,475	2023
Ccao Research & Educational Foundation	OH	\$16,102	Executive Director	\$44,940	\$48,073	2024
Qjpac Inc	NY	\$32,253	Executive Director, Trustee	\$19,600	\$18,416	2023
Flite Test Community Association	OH	\$33,644	Vice President	\$14,926	\$16,438	2023
Reserve Officers Association Memorial	DC	\$33,751	Executive Director	\$18,644	\$17,012	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AZ 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

AZ 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	10 organizations — below 15; treat the percentiles as indicative, not precise. Compensation range \$1,167–\$48,073; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$23,413); for reference, expenses \$472,042 and assets \$1,117,596. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Joshua Murphy, reported title " <i>President/Treas</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.
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	100th
Total compensation (D + F), as reported (no adjustments)	100th
Reportable pay only (column D), adjusted	100th
All sources (D + E + F), adjusted	60th

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 (Joshua Murphy) 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 10 similarly situated organizations (Same NTEE major group (W), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 100th 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.