

Gary Sportsmen Club

Executive Director / CEO

EIN 350329985

IN · NTEE N50

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brad Keene, Executive Director / CEO** (\$500) against **every comparable organization** that fit the selection criteria — **92** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 2nd percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Brad Keene — 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 (N50).

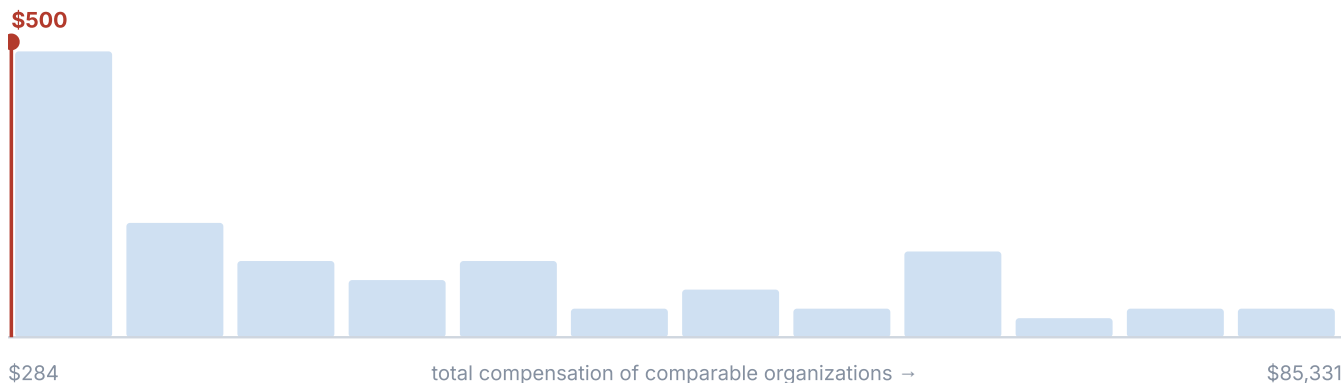
BUDGET Total revenue between \$209,602 and \$469,260 — 0.67x to 1.50x the subject's \$312,840 (the band tightens as size grows).

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

92 organizations qualified on sector, size, and geography

→ **92** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,837

\$5,568

\$20,013

\$45,241

\$61,494

\$500

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 IN 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
Newberry Independent Club	PA	\$311,297	President	\$10,800	\$10,515	2023
Monroe County Public School Athletic	NY	\$315,818	President	\$23,690	\$19,776	2025
Upper Saucon Social Quarters	PA	\$307,910	Bar Manager	\$22,985	\$22,378	2023
Pilagamish Community Club	WA	\$318,090	Ranger	\$23,764	\$20,771	2023
Soul Purpose Of New York Inc	NY	\$307,312	Treasurer/director	\$5,000	\$4,411	2023
Wonder Girls Usa Inc	NJ	\$304,677	Ceo	\$48,500	\$41,062	2024
Goodwill Beneficial Association	PA	\$321,975	Financial Secretary/direct	\$2,951	\$2,873	2023
Play Area Association Inc	NY	\$322,322	Pal Teacher	\$73,281	\$61,174	2025
Dc Mamba	DC	\$302,800	President And Ceo	\$31,652	\$27,117	2023
Roswell Wine Festival Inc	GA	\$301,854	President	\$78,495	\$74,842	2024
Sportsman Association Of Perry Co	MO	\$301,208	President	\$20,463	\$21,159	2023
Indianapolis Bridge Center Inc	IN	\$300,902	Manager	\$26,205	\$26,979	2023
Peace Islands Institute Inc	NJ	\$326,609	Executive Di	\$85,821	\$74,806	2023
Harmonie Singing Society	PA	\$296,714	Treasurer	\$8,710	\$8,237	2024
Scottish Hills Recreational Club	NC	\$296,251	President	\$580	\$585	2023
Alexandria Clay Company	VA	\$294,225	Presdient	\$32,500	\$30,636	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
North Jersey Gun Club Inc	NJ	\$294,062	Zultanky	\$21,640	\$18,321	2024
Warwick Club	NH	\$293,620	President	\$750	\$640	2025
Home Association Ephraim Slauf	PA	\$332,199	President	\$10,484	\$10,207	2023
Askeo International	WA	\$292,132	—	\$14,001	\$11,887	2024
Laguna Coast Volleyball Club	CA	\$290,330	Ceo	\$77,037	\$63,080	2024
Pine Tree Coutry Club	TN	\$335,998	Grounds Manager	\$39,780	\$40,822	2023
Motorcycle Roadracing Association Inc	CO	\$336,507	President	\$6,265	\$5,865	2023
Mayfield Kamper Klub	WA	\$287,466	Vice President	\$2,000	\$1,654	2025
Women Of Colors	MI	\$339,290	President	\$67,226	\$67,743	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IN 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 IN 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 92 organizations. Compensation range \$284–\$85,331; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$312,840); for reference, expenses \$342,705 and assets \$1,410,292.

ROLE MATCH Brad Keene, reported title *"President"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

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 nd
Total compensation (D + F), as reported (no adjustments)	1 st
Reportable pay only (column D), adjusted	3 rd
All sources (D + E + F), adjusted	2 nd

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 (Brad Keene) 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 92 similarly situated organizations (Same NTEE sector (N50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$500 is reasonable (approximately the 2nd 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.