

Camp Randall Rowing Club Inc

Executive Director / CEO

EIN 392016588
 WI · NTEE N67
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Thomas Weber, Executive Director / CEO** (\$22,917) against **every comparable organization** that fit the selection criteria — **114** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **17th** percentile of comparable organizations below the typical range for comparable organizations

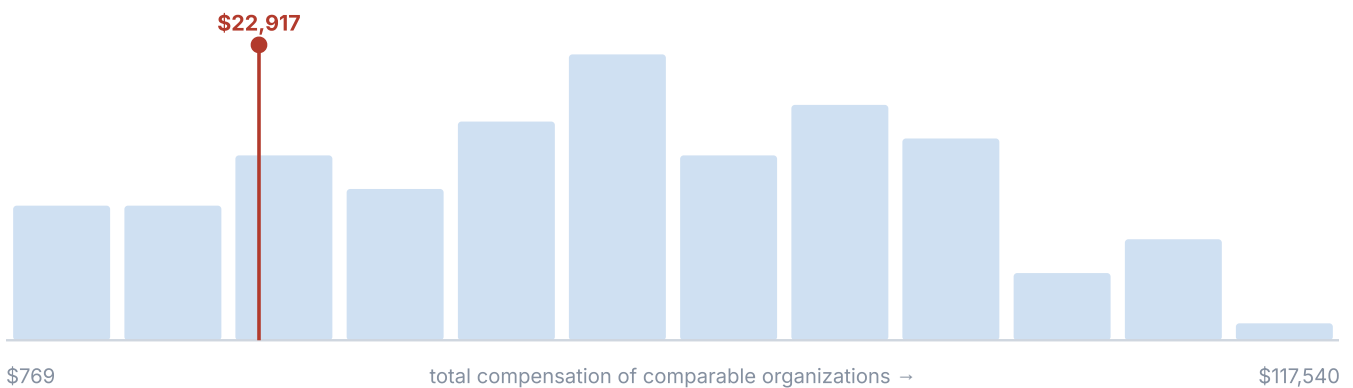
Benchmarked executive: Thomas Weber — reported title “Head Coach”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N67).
BUDGET	Total revenue between \$288,137 and \$645,084 — 0.67x to 1.50x the subject's \$430,056 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N67), nationwide + budget 0.67–1.5x revenue.

114 organizations qualified on sector, size, and geography → **114** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,754	\$33,176	\$55,633	\$74,223	\$87,447	\$22,917
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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 WI 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
Upper Arlington Crew Inc	OH	\$427,393	Executive Di	\$3,000	\$2,964	2025
Hingham High School Rowing Assoc	MA	\$433,996	Program Director	\$30,175	\$25,964	2024
Boilermaker Aquatics Inc	IN	\$419,604	Head Coach	\$73,098	\$71,909	2025
East Carolina Aquatics Inc	NC	\$440,654	Ceo	\$76,100	\$73,350	2025
Tristar Rowing	TN	\$418,972	Executive Dir.	\$10,094	\$10,159	2024
Verona Area Swim Team Inc	WI	\$441,450	Vice President	\$769	\$769	2024
Lexington Dolphins Inc	KY	\$415,197	Ceo	\$60,120	\$61,847	2024
Valpo Surf Project Inc	ME	\$415,175	Founder / Ceo	\$83,255	\$79,825	2024
Spokane Waves Aquatic Team	WA	\$447,497	Head Coach	\$66,700	\$58,869	2023
Spirit Of America Foundation Inc	OH	\$412,418	Ceo/presiden	\$85,623	\$86,836	2024
Mission Aurora Colorado Swim Team	CO	\$410,117	Head Coach	\$73,502	\$65,746	2025
Lakeshore Swim Club Corp	OH	\$450,349	Head Coach	\$62,404	\$63,288	2024
Bare Hill Rowing Association Inc	MA	\$450,700	Program Director	\$56,875	\$48,938	2024
Thunder Inc	TN	\$451,570	Director/coach	\$80,000	\$80,519	2024
Team Y2k	IL	\$403,387	President	\$90,500	\$87,709	2023
Mundelein Mustang Swim Club	IL	\$458,367	Chief Executive Officer	\$74,704	\$68,510	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Back Bay Aquatics Foundation	CA	\$460,320	President	\$50,484	\$41,741	2024
St Augustine Yacht Club Sallin	FL	\$461,523	Manager	\$82,600	\$74,300	2024
Bay Ridge Aquatics Institute Inc	NY	\$398,298	Treasurer	\$30,983	\$26,808	2024
City Island Rowing Inc	NY	\$397,021	Executive Dire	\$65,675	\$58,503	2023
Munster Swim Club Inc	IN	\$464,663	Head Coach	\$84,532	\$83,157	2025
Elmbrook Swim Club Ltd	WI	\$464,905	Head Coach	\$95,843	\$95,843	2024
Hp Aquatics Club	IL	\$467,529	Head Of Operations	\$68,922	\$66,797	2023
Gig Harbor Junior Sailing	WA	\$470,312	Sailing Director (Non-voting)	\$59,518	\$51,023	2024
Greensboro Swimming Association Inc	NC	\$471,477	Head Coach	\$103,234	\$102,137	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 114 organizations. Compensation range \$769–\$117,540; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$430,056); for reference, expenses \$365,239 and assets \$175,990.

ROLE MATCH Thomas Weber, reported title *"Head Coach"*, 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.**

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	17 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	19 th
All sources (D + E + F), adjusted	17 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 (Thomas Weber) 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 114 similarly situated organizations (Same NTEE sector (N67), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$22,917 is reasonable (approximately the 17th 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.