

Bike Clark County

Executive Director / CEO

EIN 452591977

WA · NTEE N193

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Peter Van Tillburg, Executive Director / CEO** (\$43,685) against **every comparable organization** that fit the selection criteria — **1347** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **49th** percentile of comparable organizations within the typical range

Benchmarked executive: Peter Van Tillburg — reported title “Vice President and Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

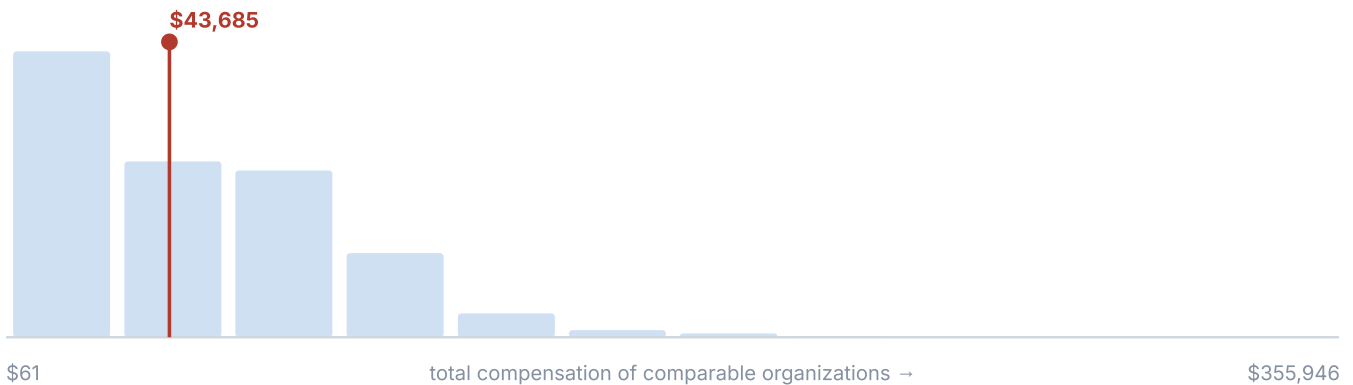
SECTOR Organizations sharing the subject's NTEE classification (N193).

BUDGET Total revenue between \$253,450 and \$567,427 — 0.67x to 1.50x the subject's \$378,285 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,347 organizations qualified on sector, size, and geography → **1,347** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,170	\$15,466	\$44,438	\$75,129	\$101,605	\$43,685
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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 WA 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
California Pacific Conference	CA	\$378,046	Commissioner	\$133,728	\$132,787	2023
Camp Luck Inc	NC	\$378,594	President	\$58,525	\$67,543	2024
Lakeville South Boys Basketball	MN	\$378,597	Head Coach	\$7,586	\$8,372	2024
Slippery Rock Area Parks And Recreation	PA	\$378,640	Director	\$46,722	\$53,578	2023
Fc Salmon Creek	WA	\$378,868	Director Of Coaching	\$48,333	\$47,087	2025
Multnomah Athletic Foundation	OR	\$377,604	Executive Director	\$105,354	\$109,278	2024
Dublin United Soccer Club	OH	\$377,522	Exec. Director	\$27,030	\$32,921	2023
Little Warriors Sports Academy	WA	\$379,219	President	\$48,600	\$50,036	2023
Beltrami County Agricultural Assoc	MN	\$379,462	Facilities Manager	\$14,421	\$15,505	2025
New England Sports Complex Inc	NH	\$379,725	General Manager And Director	\$172,632	\$183,301	2023
Weston Soccer Club Inc	CT	\$379,745	Registrar Director	\$10,000	\$10,473	2024
Community Center Of Hope Inc	IN	\$376,800	Executive Di	\$35,697	\$43,288	2023
Diamond Council Of Columbia Inc	MO	\$376,782	Executive Director	\$62,304	\$73,706	2024
North County Junior Golf Association	CA	\$376,676	President	\$42,000	\$40,508	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Torch Sports Inc	CA	\$379,967	President	\$94,952	\$91,579	2024
River Surge Fc Inc	WI	\$376,449	President	\$5,033	\$5,719	2025
The Village Halloween Parade Inc	NY	\$376,437	Executive Director	\$60,000	\$62,346	2023
Swift Aquatics Llc	IL	\$380,135	Officer	\$76,346	\$86,310	2023
The New Way Circus Center Inc	NY	\$380,251	Executive Director	\$146,900	\$152,645	2023
Little Rock Juniors Volleyball Club	AR	\$380,258	Club Directo	\$20,360	\$24,903	2025
Completely Pristine	TN	\$376,080	Director	\$35,546	\$41,733	2024
Girls Leading Girls	CA	\$376,064	Executive Director	\$78,970	\$78,415	2023
New Jersey Bicycle Coalition Inc Db	NJ	\$380,571	Executive Director	\$104,280	\$103,993	2024
Altitude Youth Ultimate	CO	\$380,637	Treasurer	\$27,000	\$29,772	2023
Va Competition Hare Scramble Svc Inc	VA	\$375,309	President	\$11,546	\$12,130	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA 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 WA 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 1347 organizations. Compensation range \$61–\$355,946; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$378,285); for reference, expenses \$298,534 and assets \$185,297.

ROLE MATCH	Peter Van Tillburg, reported title " <i>Vice President and Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	39 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 peers 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	49 th
Total compensation (D + F), as reported (no adjustments)	52 nd
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	47 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 (Peter Van Tillburg) 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 1347 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,685 is reasonable (approximately the 49th 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.