

# Philadelphia Boys Gymnastics

Executive Director / CEO

EIN 452736378

PA · NTEE N60

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Fred Turoff, Executive Director / CEO** (\$43,277) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Fred Turoff — reported title “program director”, 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 (N60).

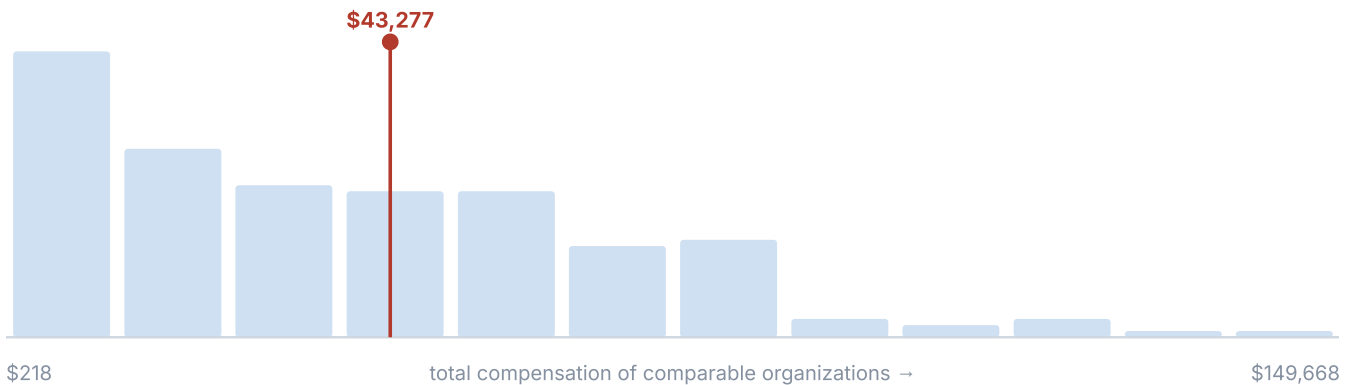
**BUDGET** Total revenue between \$222,628 and \$498,421 — 0.67x to 1.50x the subject's \$332,281 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

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

→ **192** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,724	\$12,945	\$35,828	\$58,204	\$80,445	\$43,277
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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="#">Shaker Fencing Institute</a>	NJ	\$331,702	President	\$24,000	<b>\$22,122</b>	2023
<a href="#">Rugby Norcal Inc</a>	CA	\$330,731	Executive Dir.	\$61,917	<b>\$53,614</b>	2024
<a href="#">American Legion High School Rodeo Of</a>	WY	\$330,129	Secretary	\$24,959	<b>\$26,110</b>	2025
<a href="#">First Shot Basketball Foundation</a>	TN	\$336,095	Executive Director, Cfo, Treasurer	\$62,000	<b>\$67,281</b>	2023
<a href="#">Pwc Hockey Club</a>	AZ	\$336,807	President	\$2,500	<b>\$2,411</b>	2024
<a href="#">Oxford Football Club Inc</a>	MS	\$326,321	President & Ceo	\$50,000	<b>\$54,402</b>	2025
<a href="#">310 Sports Academy</a>	CA	\$338,551	Executive Director	\$19,200	<b>\$16,197</b>	2025
<a href="#">Piedmont Gymnastics Organization Inc</a>	NC	\$339,710	President	\$473	<b>\$478</b>	2025
<a href="#">Beachvolleyballcampscom</a>	CA	\$324,575	President	\$24,000	<b>\$20,782</b>	2024
<a href="#">Jammers Volleyball Club</a>	NC	\$324,470	President	\$38,505	<b>\$39,896</b>	2024
<a href="#">Girls On The Run Of Greater Richmond</a>	VA	\$341,616	Executive Director	\$75,110	<b>\$74,872</b>	2023
<a href="#">Collegiate Conference Of The South Inc</a>	MS	\$322,147	Commissioner	\$105,417	<b>\$114,699</b>	2025
<a href="#">Paralyzed Veterans Of America</a>	CA	\$320,743	Executive Di	\$93,076	<b>\$80,594</b>	2024
<a href="#">Tucson Ford Dealers Aquatics Inc</a>	AZ	\$344,693	Executive Director	\$27,700	<b>\$26,714</b>	2024
<a href="#">Pioneer Region Inc</a>	KY	\$319,686	Director	\$50,000	<b>\$52,479</b>	2025
<a href="#">Norcal Flag Football</a>	CA	\$345,376	President	\$40,000	<b>\$35,659</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">San Diego Rhythms Inc</a>	CA	\$345,623	Director, Gymnastics Head Coach	\$136,500	<b>\$118,195</b>	2024
<a href="#">North East Rhythmics School Of Gymn</a>	MA	\$318,478	President	\$52,470	<b>\$48,678</b>	2023
<a href="#">Ogden Nordic Inc</a>	UT	\$317,102	Member	\$10,000	<b>\$9,998</b>	2025
<a href="#">Flatirons Volleyball Club</a>	CO	\$347,520	Executive Di	\$88,696	<b>\$85,285</b>	2024
<a href="#">Angels-murphys-arnold Boosters Club Inc</a>	CA	\$316,809	Executive Secre	\$7,200	<b>\$6,073</b>	2025
<a href="#">Lake Side Elite Inc</a>	MI	\$316,350	Director	\$59,948	<b>\$62,048</b>	2024
<a href="#">Play For Hope</a>	NC	\$315,718	President	\$36,000	<b>\$37,301</b>	2024
<a href="#">Needham Youth Track Club Inc</a>	MA	\$349,297	President	\$43,554	<b>\$40,406</b>	2023
<a href="#">Low Country Volleyball Club</a>	SC	\$315,048	Co-director	\$15,295	<b>\$16,001</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** 192 organizations. Compensation range \$218–\$149,668; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$332,281); for reference, expenses \$431,976 and assets \$121,800.

**ROLE MATCH** Fred Turoff, reported title "*program director*", 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** 2 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	59 <sup>th</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 (Fred Turoff) 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 192 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,277 is reasonable (approximately the 59<sup>th</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.