

# Redemptive Cycles Services Inc

Executive Director / CEO

EIN 463471015

AL · NTEE N30

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Gosdin, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **44** 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:** Brian Gosdin — reported title "EXECUTIVE DIRECTOR", a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

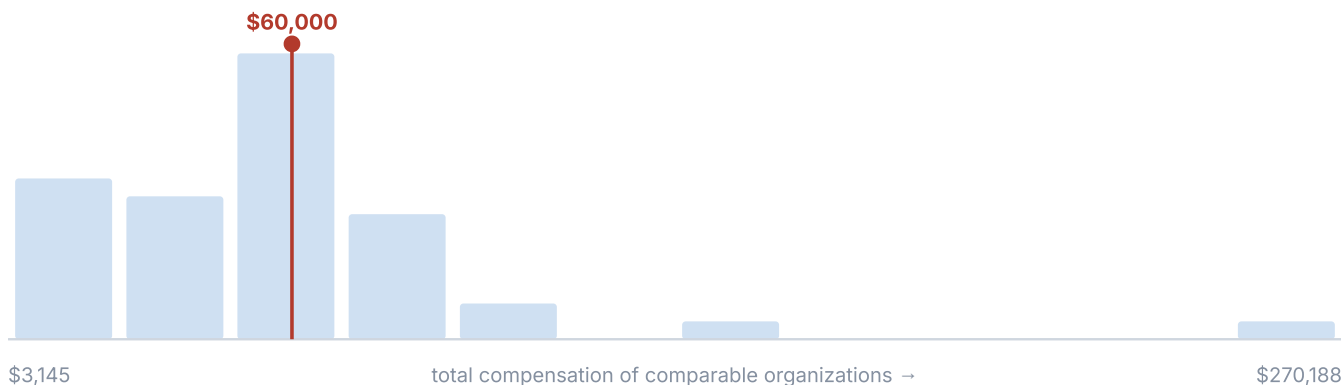
**SECTOR** Organizations sharing the subject's NTEE classification (N30).

**BUDGET** Total revenue between \$323,601 and \$724,480 — 0.67x to 1.50x the subject's \$482,987 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$10,464	\$33,406	\$56,659	\$70,440	\$84,299	\$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 AL 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="#">Tyler Street Resource Center Inc</a>	TX	\$482,733	Executive Di	\$23,878	<b>\$21,475</b>	2024
<a href="#">Clark Family Center</a>	OR	\$480,365	Executive Director	\$19,171	<b>\$16,479</b>	2023
<a href="#">Indiana Park And Recreation Association</a>	IN	\$474,097	Executive Director	\$101,376	<b>\$98,957</b>	2023
<a href="#">Prospect Mountain Association Inc</a>	VT	\$473,412	Director	\$61,464	<b>\$55,622</b>	2024
<a href="#">Southern Off Road Bicycle</a>	NC	\$467,008	Executive Di	\$59,800	<b>\$55,553</b>	2024
<a href="#">Flowers Fitness Club</a>	IL	\$499,995	Exec Director	\$38,126	<b>\$33,699</b>	2024
<a href="#">United States Secret Service Employee</a>	DC	\$454,961	Executive Director	\$4,474	<b>\$3,634</b>	2023
<a href="#">Patriot Training Foundation</a>	MO	\$511,696	President	\$86,442	<b>\$84,747</b>	2023
<a href="#">I Dance Adaptive Performing Arts</a>	OH	\$454,111	President/di	\$106,613	<b>\$101,524</b>	2024
<a href="#">La Crescent Area Hcp Healthy Community Partnership</a>	MN	\$517,820	Executive Director/program Manager	\$71,370	<b>\$63,404</b>	2024
<a href="#">South Carolina Recreation &amp; Parks</a>	SC	\$520,175	Executive Di	\$88,762	<b>\$83,255</b>	2024
<a href="#">Tri Yoga International</a>	CA	\$429,524	President	\$42,000	<b>\$31,766</b>	2025
<a href="#">Nile Swim Club Of Yeadon</a>	PA	\$423,223	Board Member	\$3,407	<b>\$3,145</b>	2023
<a href="#">Pikeride Inc</a>	CO	\$422,227	Executive Director	\$90,598	<b>\$78,106</b>	2024
<a href="#">Sunnydale Avenue Community Center</a>	CA	\$545,887	President/director	\$25,195	<b>\$20,138</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Michigan Running Foundation</a>	MI	\$545,921	President	\$44,000	<b>\$40,832</b>	2024
<a href="#">Police Fitness</a>	VA	\$548,189	President	\$10,385	<b>\$9,015</b>	2024
<a href="#">Inclusively Fit Foundation</a>	MI	\$416,344	Exec Directo	\$72,800	<b>\$67,558</b>	2024
<a href="#">East Side Youth Center Inc</a>	PA	\$410,473	Director	\$15,000	<b>\$13,846</b>	2023
<a href="#">Maryland Recreation &amp; Parks Assoc Inc</a>	MD	\$556,083	Exec. Director	\$95,000	<b>\$79,853</b>	2024
<a href="#">Friends Of Seabrook Community</a>	NH	\$564,240	Executive Director Of Prog	\$90,165	<b>\$74,853</b>	2024
<a href="#">Bloom Fitness Corporation</a>	TX	\$401,207	Executive Director	\$8,000	<b>\$7,194</b>	2024
<a href="#">Swarthmore Recreation Association</a>	PA	\$566,295	Executive Dir.	\$60,955	<b>\$54,652</b>	2024
<a href="#">Mountain View Community Center</a>	WA	\$567,378	Executive Director	\$76,031	<b>\$59,624</b>	2025
<a href="#">Friends Of The Forest Hills Park Association</a>	MI	\$390,268	Campaign Director	\$8,325	<b>\$7,954</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to AL 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 AL 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **44** organizations. Compensation range \$3,145–\$270,188; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$482,987); for reference, expenses \$498,180 and assets \$180,553.

ROLE MATCH	Brian Gosdin, reported title " <i>EXECUTIVE DIRECTOR</i> ", benchmarked as Executive Director / CEO. The title maps directly to this 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	2 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	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	45 <sup>th</sup>
Reportable pay only (column D), adjusted	59 <sup>th</sup>
All sources (D + E + F), adjusted	55 <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 (Brian Gosdin) 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 44 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$60,000 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.