

Student Athlete Community Service Network

This analysis benchmarks the total compensation of **Frank Torre, Executive Director / CEO** (\$9,350) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

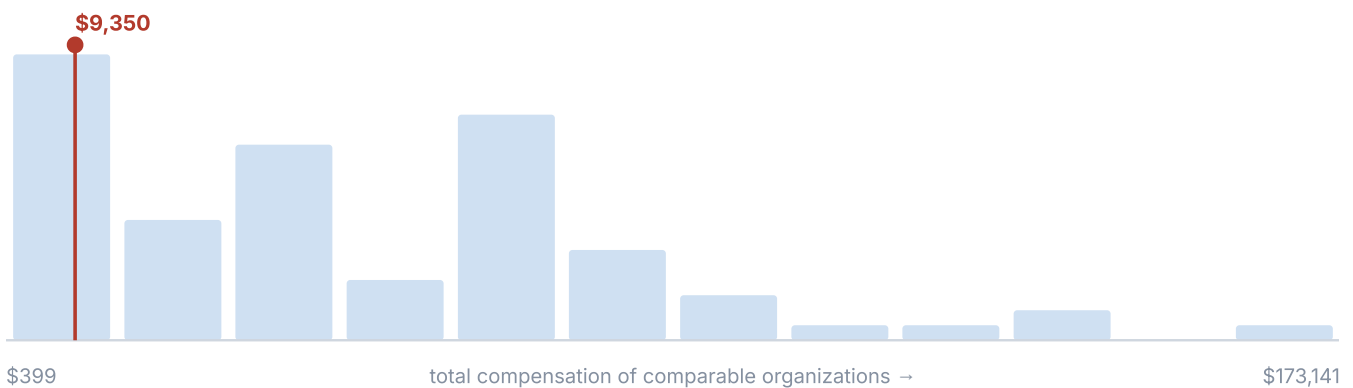
Benchmarked executive: Frank Torre — reported title "Secretary Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N99).
BUDGET	Total revenue between \$215,722 and \$482,961 — 0.67x to 1.50x the subject's \$321,974 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N99), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,609	\$14,175	\$40,986	\$69,368	\$88,533	\$9,350
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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 FL 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
Dreamland Boxing	CA	\$322,684	President	\$22,154	\$19,779	2024
Ball-out Academy Inc	CA	\$322,717	Founder And Chief Executive Officer	\$30,243	\$27,001	2024
Quality Sports Authority Inc	LA	\$319,266	President	\$36,000	\$40,986	2024
Bike Instructor Certification Program	WA	\$325,909	Secretary	\$8,725	\$8,315	2023
Club Cherokee Inc	MN	\$331,459	Board Member	\$7,200	\$7,355	2024
Learnin The Ropes	LA	\$336,481	President	\$112,000	\$131,280	2023
Top Shelf Elite Combat Series	TX	\$305,244	President	\$9,026	\$9,335	2024
Supporters Of Olympia Community Sailing	WA	\$342,129	Executive Director	\$70,392	\$65,161	2024
Bike Durham	NC	\$298,794	Executive Director	\$66,125	\$70,644	2024
Parkinsons Dynamics	AL	\$296,799	President	\$54,995	\$61,430	2024
Baseball Beyond Borders	WA	\$295,436	President	\$7,500	\$6,943	2024
Fencing For All Foundation Inc	NY	\$293,601	Trustee	\$180,000	\$173,141	2023
Montgomery County Family Justice	MD	\$292,758	Ceo	\$70,000	\$69,663	2023
Ausable Valley Snow Groomers Inc	MI	\$292,515	President	\$1,500	\$1,559	2025
East Side Riders Bike Club	CA	\$351,579	President/chair	\$33,876	\$30,245	2024
Mounds View Volleyball Club	MN	\$289,650	Director/tre	\$34,805	\$34,642	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lake County Lightning	IL	\$355,598	Director Of Operations	\$33,000	\$33,544	2024
Wisconsin Ice Volleyball Club	WI	\$288,315	President	\$2,629	\$2,839	2024
Union Cultural Center	WA	\$355,661	Artistic Director	\$68,177	\$63,111	2024
Amateur Athletic Union Of The Club South Volleybal	TX	\$360,732	President	\$39,801	\$41,165	2024
Fit Houston Inc	TX	\$364,566	President, Exec. Dir.	\$104,500	\$108,081	2024
Oregon Sports Action Inc	OR	\$365,992	President	\$66,000	\$63,371	2024
Bike Walk Nebraska	NE	\$274,439	Exective Director	\$79,905	\$91,484	2023
Terre Haute Allstar Cheer Universit	IN	\$270,119	President	\$13,000	\$14,175	2024
Eden Valley Trail Trust	UT	\$268,507	Executive Dir.	\$36,555	\$38,683	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL 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 FL 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	73 organizations. Compensation range \$399–\$173,141; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$321,974); for reference, expenses \$316,997 and assets \$5,049.
ROLE MATCH	Frank Torre, reported title " <i>Secretary Director</i> ", 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.
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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	21 st
All sources (D + E + F), adjusted	21 st

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 (Frank Torre) 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 73 similarly situated organizations (Same NTEE sector (N99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$9,350 is reasonable (approximately the 21st 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.