

Warrior Expeditions

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Sean Gobin, Executive Director / CEO** (\$25,542) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Sean Gobin — reported title "PRESIDENT/EX", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

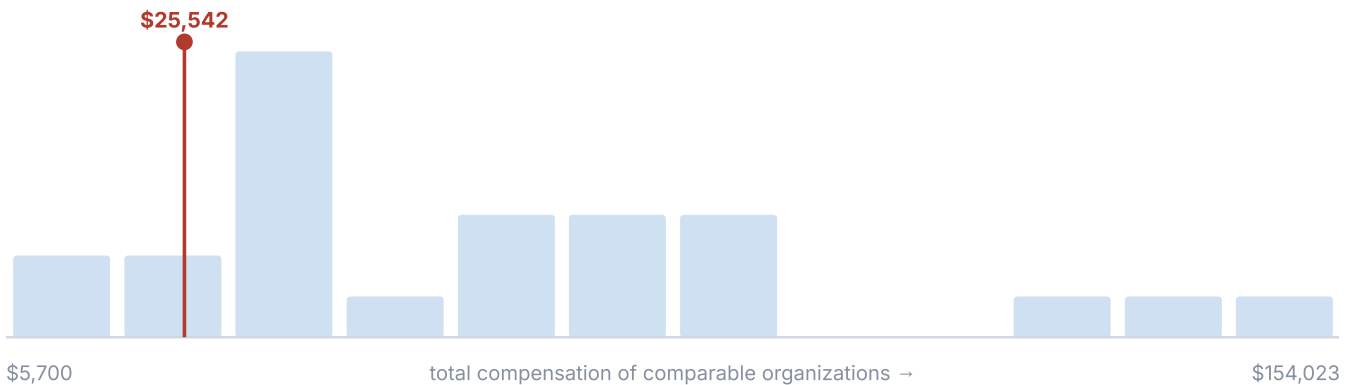
BUDGET Total revenue between \$162,236 and \$363,216 — 0.67x to 1.50x the subject's \$242,144 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + VA + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$28,932

\$39,231

\$53,418

\$78,341

\$111,110

\$25,542



■ 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 VA 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
Challenging Racism	VA	\$240,741	Executive Director	\$39,644	\$39,644	2024
The 31heroes Project	VA	\$245,804	Executive Director	\$77,000	\$77,000	2024
Bridge Of Hope Harrisonburg-rockingham	VA	\$253,232	Executive Director (Through 12/2/24)	\$31,183	\$30,379	2025
Molly Bears	VA	\$219,508	Production Mgr	\$27,500	\$28,312	2023
Williamsburg Volleyball Club	VA	\$267,495	President	\$5,700	\$5,700	2024
Action For Enterprise Inc	VA	\$274,796	Executive Dir	\$154,023	\$154,023	2024
Deaf & Hard Of Hearing Services Center Inc	VA	\$208,988	Executive Director	\$9,950	\$9,950	2024
Village To Village	VA	\$287,606	Executive Di	\$37,991	\$37,991	2024
Vine And Fig Tree	VA	\$290,001	Vice Preside	\$80,000	\$82,363	2023
Circles Ashland Inc	VA	\$293,750	Executive Director	\$62,025	\$63,857	2023
Bristol Faith In Action Inc	VA	\$295,818	Executive Director	\$40,923	\$40,923	2024
Front Royal Pregnancy Center Inc	VA	\$298,177	Executive Director	\$48,000	\$49,418	2023
United Way Next	VA	\$185,689	President And Ceo	\$119,703	\$123,239	2023
Three-wide Ministries	VA	\$300,461	President	\$39,600	\$40,770	2023
Arab Watch Coalition	VA	\$181,168	Co-executive Director	\$134,118	\$138,079	2023
Coptic Cross Ministries	VA	\$169,965	Executive Minister	\$42,000	\$42,000	2024
By His Wounds Inc	VA	\$314,584	Treasurer	\$57,417	\$57,417	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Foundation For Family And Community	VA	\$166,147	Executive Dir.	\$41,500	\$41,500	2024
Youth Volunteer Corps Of Hampton	VA	\$325,852	Executive Di	\$69,667	\$69,667	2024
Friendship House Roanoke Inc	VA	\$335,397	Executive Director	\$62,071	\$62,071	2024
Movers Development Center	VA	\$344,650	Chief Executive Officer	\$76,800	\$76,800	2024
Northern Virginia Veterans Association	VA	\$350,536	President Ceo	\$80,267	\$82,638	2023
Associates Of St John Bosco Inc	VA	\$352,962	Executive Director	\$85,000	\$82,809	2025
Tophand Foundation Inc	VA	\$356,307	Director	\$32,633	\$33,597	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to VA 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 VA 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	24 organizations. Compensation range \$5,700–\$154,023; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$242,144); for reference, expenses \$437,227 and assets \$259,291. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Sean Gobin, reported title " <i>PRESIDENT/EX</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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	8 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	8 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 (Sean Gobin) 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 24 similarly situated organizations (Same NTEE sector (P20) + VA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,542 is reasonable (approximately the 8th 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.