

Endure Athletics Foundation Inc

Executive Director / CEO

EIN 474777106
 TN · NTEE T30
 FY ending 2024-12-31
 June 10, 2026

This analysis benchmarks the total compensation of **Joel Bigelow, Executive Director / CEO** (\$52,056) against **every comparable organization** that fit the selection criteria — **227** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **53rd** percentile of comparable organizations within the typical range

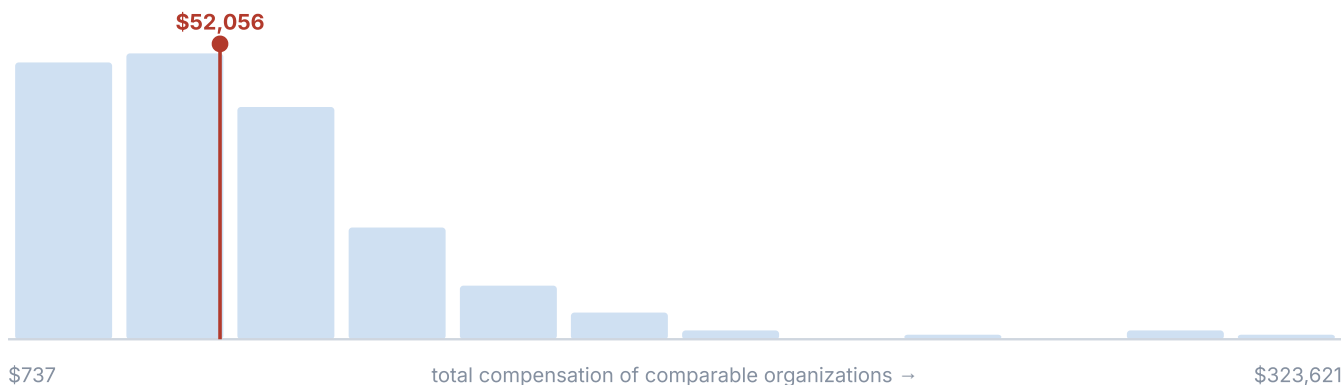
Benchmarked executive: Joel Bigelow — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (T30).
BUDGET	Total revenue between \$256,478 and \$574,206 — 0.67x to 1.50x the subject's \$382,804 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (T30), nationwide + budget 0.67–1.5x revenue.

227 organizations qualified on sector, size, and geography → **227** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$11,878	\$23,972	\$48,987	\$77,765	\$110,347	\$52,056
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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 TN 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
Much Ministries Inc	GA	\$382,972	Executive Director - See S	\$103,360	\$101,791	2023
Dj Foundation Inc	SC	\$384,636	Secretary, Director	\$20,000	\$20,436	2023
We Love Buford Highway Inc	GA	\$380,577	Executive Director	\$72,458	\$69,311	2024
House Of Help City Of Hope Inc	DC	\$385,223	Exec Director	\$67,820	\$56,619	2024
Hope Match	NC	\$379,888	Executive Director	\$56,271	\$53,889	2025
The Claddagh Fund Charities Inc	MA	\$387,075	Executive Di	\$39,000	\$34,326	2023
Cast Hope	CA	\$387,121	Officer	\$82,500	\$67,773	2024
Lot 2540 Incorporated	NC	\$378,448	Executive Dir.	\$67,287	\$68,096	2023
Hearts Of Gold Inc	NY	\$376,784	Ceo	\$179,430	\$154,250	2024
Family Promise Of Clear Creek	TX	\$375,801	Executive Dir.	\$82,364	\$78,381	2024
Gsbcc Community Development Corp	AL	\$375,728	Executive Director	\$13,000	\$15,466	2021
Theater Collaborative Of South Jersey	NJ	\$375,641	Executive Director	\$18,027	\$15,312	2024
Michigan Statewide Independent Living Corporation	MI	\$390,744	Executive Director	\$107,505	\$105,565	2024
Wilkes County Community Partnership Inc	GA	\$391,762	Executive Director	\$41,483	\$39,681	2024
Family Arts Needlework Shop Inc	AZ	\$371,557	Director	\$62,402	\$55,623	2025
Http	DC	\$394,172	Executive Director	\$98,654	\$82,360	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Georgia National Guard Family	GA	\$370,846	Treasurer	\$48,360	\$47,626	2023
Acorn Global Advance	SC	\$370,432	Secretary	\$79,800	\$81,540	2023
The Next Chapter Foundation Inc	CO	\$396,464	President	\$66,904	\$61,032	2024
Josephine County Foundation	OR	\$368,624	Treasurer & Ed	\$3,000	\$2,650	2024
Youth Business Alliance Inc	CA	\$366,781	Executive Dir.	\$102,092	\$83,868	2024
Merlin's Magic Wand Foundation	CA	\$398,879	Foundation Manager	\$71,322	\$58,590	2024
The Dragon Kim Foundation	CA	\$399,009	Chair-founder	\$113,679	\$93,386	2024
Hine Corporation	ME	\$365,989	President	\$69,000	\$65,731	2024
Riverside County Physicians Memorial	CA	\$400,463	Ceo	\$50,138	\$41,188	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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 227 organizations. Compensation range \$737–\$323,621; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$382,804); for reference, expenses \$407,946 and assets \$196,905.

ROLE MATCH Joel Bigelow, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY 51 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 6 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	53 rd
Total compensation (D + F), as reported (no adjustments)	51 st
Reportable pay only (column D), adjusted	59 th
All sources (D + E + F), adjusted	35 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 (Joel Bigelow) 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 10, 2026, comparing compensation against 227 similarly situated organizations (Same NTEE sector (T30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$52,056 is reasonable (approximately the 53rd 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 10, 2026.