

# Oregon Rowing Unlimited-pdx

Executive Director / CEO

EIN 475231938

OR · NTEE N67

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Plamen Petrov, Executive Director / CEO** (\$73,298) against **every comparable organization** that fit the selection criteria — **113** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **73<sup>rd</sup>** percentile of comparable organizations within the typical range

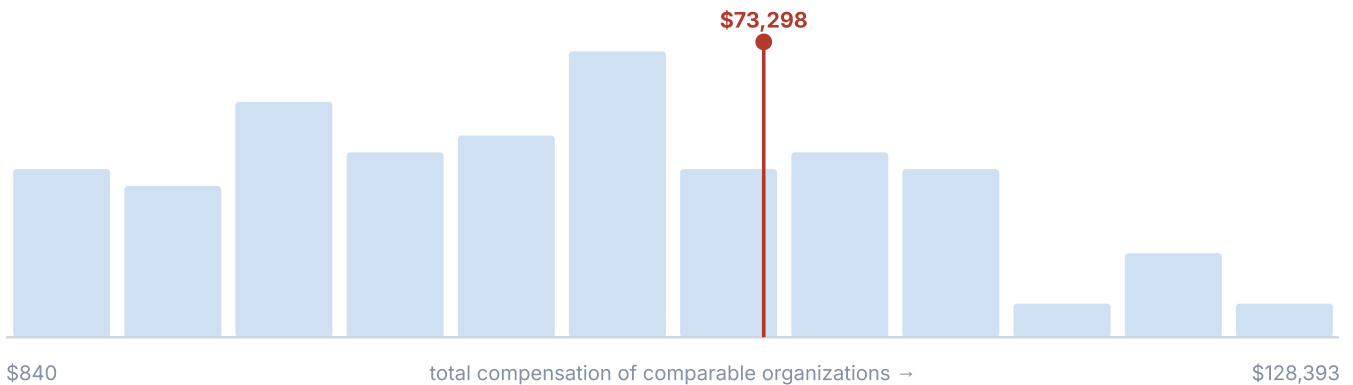
**Benchmarked executive:** Plamen Petrov — reported title “President”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N67).
BUDGET	Total revenue between \$247,716 and \$554,589 — 0.67x to 1.50x the subject's \$369,726 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N67), nationwide + budget 0.67–1.5x revenue.

**113** organizations qualified on sector, size, and geography → **113** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$11,983	\$29,283	\$54,975	\$78,438	\$91,865	\$73,298
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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 OR 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="#">Marin County Swim Association</a>	CA	\$369,711	President	\$34,750	<b>\$32,312</b>	2023
<a href="#">South Tampa Aquatic Team</a>	FL	\$369,845	President	\$41,000	<b>\$40,286</b>	2024
<a href="#">Swim Strongsville Inc</a>	OH	\$368,575	Head Coach	\$76,088	<b>\$82,118</b>	2025
<a href="#">Renton Rowing Center</a>	WA	\$368,564	Executive Director	\$61,500	<b>\$59,291</b>	2023
<a href="#">Birmingham Swim League</a>	AL	\$367,304	Interim Head	\$12,940	<b>\$14,245</b>	2025
<a href="#">Aquatics Unlimited</a>	MI	\$366,379	Head Coach	\$50,923	<b>\$54,975</b>	2024
<a href="#">San Diego East County Aquatics</a>	CA	\$365,527	Ceo	\$40,000	<b>\$36,126</b>	2024
<a href="#">Aulea Swim Club</a>	HI	\$362,635	Secretary	\$27,280	<b>\$24,887</b>	2025
<a href="#">Swift Aquatics Llc</a>	IL	\$380,135	Officer	\$76,346	<b>\$80,823</b>	2023
<a href="#">Frederick Area Swim Team Inc</a>	MD	\$382,688	President	\$2,943	<b>\$2,963</b>	2023
<a href="#">Davis Aquatic Masters</a>	CA	\$356,384	Finance Dir.	\$13,680	<b>\$12,356</b>	2024
<a href="#">Long Beach Shore Aquatics Inc</a>	CA	\$385,894	President	\$35,650	<b>\$32,198</b>	2024
<a href="#">Solano Aquatic Sea Otters</a>	CA	\$386,023	Coach	\$79,800	<b>\$72,073</b>	2024
<a href="#">Cdm Aquatics Federation</a>	CA	\$388,281	President	\$30,150	<b>\$28,035</b>	2023
<a href="#">City Island Rowing Inc</a>	NY	\$397,021	Executive Dire	\$65,675	<b>\$63,905</b>	2023
<a href="#">Bay Ridge Aquatics Institute Inc</a>	NY	\$398,298	Treasurer	\$30,983	<b>\$29,283</b>	2024
<a href="#">Michigan Swimming Inc</a>	MI	\$337,862	Treasurer/se	\$60,750	<b>\$65,584</b>	2024
<a href="#">Team Y2k</a>	IL	\$403,387	President	\$90,500	<b>\$95,807</b>	2023
<a href="#">South Orange County Aquatics</a>	CA	\$335,072	Ceo	\$102,000	<b>\$92,123</b>	2024
<a href="#">Aguasol Sacramento</a>	CA	\$334,508	President	\$64,907	<b>\$60,353</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Mission Aurora Colorado Swim Team</a>	CO	\$410,117	Head Coach	\$73,502	<b>\$71,817</b>	2025
<a href="#">Sooner Swim Club Of Norman</a>	OK	\$327,178	Head Coach	\$26,340	<b>\$30,336</b>	2024
<a href="#">Spirit Of America Foundation Inc</a>	OH	\$412,418	Ceo/presiden	\$85,623	<b>\$94,853</b>	2024
<a href="#">Peninsula Aquatic Center Junior Crew</a>	CA	\$325,845	Vice President	\$51,000	<b>\$47,422</b>	2023
<a href="#">Waco Rowing Club Inc</a>	TX	\$324,668	Executive Dir.	\$30,588	<b>\$32,948</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OR 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 OR 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	<b>113</b> organizations. Compensation range \$840–\$128,393; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$369,726); for reference, expenses \$323,417 and assets \$184,036.
ROLE MATCH	Plamen Petrov, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	<b>73<sup>rd</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>73<sup>rd</sup></b>
Reportable pay only (column D), adjusted	<b>73<sup>rd</sup></b>

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All sources (D + E + F), adjusted

73<sup>rd</sup>

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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

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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 (Plamen Petrov) 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 113 similarly situated organizations (Same NTEE sector (N67), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$73,298 is reasonable (approximately the 73<sup>rd</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.