

# Galion City Schools Boosters Club

Executive Director / CEO

EIN 510586229  
OH · NTEE B11  
FY ending 2025-06-30  
June 9, 2026

This analysis benchmarks the total compensation of **Lupe Campo, Executive Director / CEO** (\$2,400) against **every comparable organization** that fit the selection criteria — **139** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 3<sup>rd</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Lupe Campo — reported title "VICE PRESIDENT", 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 (B11).

**BUDGET** Total revenue between \$194,462 and \$435,363 — 0.67x to 1.50x the subject's \$290,242 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (B11), nationwide + budget 0.67–1.5x revenue.

**139** organizations qualified on sector, size, and geography

→ **139** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,866

\$17,150

\$36,530

\$64,034

\$94,011

**\$2,400**



## ■ 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 OH 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="#">Community Home-school Coop</a>	WA	\$290,070	Director	\$10,450	<b>\$9,335</b>	2023
<a href="#">Rudolph And Florence Nadbath</a>	CA	\$289,684	Trustee	\$25,815	<b>\$21,603</b>	2024
<a href="#">The Finneytown Schools Educational</a>	OH	\$291,446	Executive Director	\$42,881	<b>\$44,016</b>	2024
<a href="#">Chambersburg Area School District</a>	PA	\$288,431	Executive Director	\$7,798	<b>\$7,759</b>	2023
<a href="#">The Buffalo And Western New York Soccer Boosters</a>	NY	\$293,393	Manetta	\$4,000	<b>\$3,503</b>	2024
<a href="#">Machik Corp</a>	DC	\$293,539	President/ Treasurer	\$69,900	<b>\$59,445</b>	2024
<a href="#">Bismarck Library Foundation Inc</a>	ND	\$293,692	Exec Dir-pri	\$16,013	<b>\$17,533</b>	2023
<a href="#">Boys Hope Girls Hope Academy Program</a>	OH	\$286,526	Exec.dir.(until 4/16/22)	\$22,806	<b>\$24,101</b>	2023
<a href="#">Fund For Ucap</a>	RI	\$285,112	President	\$28,872	<b>\$27,622</b>	2023
<a href="#">Foundation For Science And Mathematics</a>	LA	\$284,210	Executive Director	\$51,875	<b>\$56,993</b>	2023
<a href="#">John De La Howe School Foundation</a>	SC	\$298,005	Executive Di	\$111,330	<b>\$112,559</b>	2024
<a href="#">Morris County Secondary School Athletic</a>	NJ	\$298,660	President	\$2,950	<b>\$2,487</b>	2025
<a href="#">Northeast Kids Count Inc</a>	NY	\$298,809	Managing Director	\$67,351	<b>\$58,982</b>	2024
<a href="#">Lau Health Foundation Inc</a>	NY	\$280,828	Former President	\$348,130	<b>\$304,869</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Literacy Volunteers Of Bangor</a>	ME	\$280,275	Executive Dir.	\$50,875	<b>\$49,371</b>	2024
<a href="#">Hampton Educational Foundation</a>	VA	\$301,484	Executive Director	\$19,470	<b>\$18,219</b>	2024
<a href="#">Bloomfield Educational Foundation</a>	NJ	\$278,316	Executive Di	\$32,760	<b>\$27,616</b>	2025
<a href="#">The Columbia Education Foundation</a>	PA	\$278,150	Treasurer	\$6,000	<b>\$5,799</b>	2024
<a href="#">Cocodrilo Development Corporation</a>	NY	\$277,881	Ceo	\$236,798	<b>\$202,027</b>	2025
<a href="#">Wheaton Academy Institute</a>	IL	\$277,752	Executive Director Wai	\$38,341	<b>\$36,530</b>	2024
<a href="#">Ppsel Building Corporation</a>	CO	\$302,943	Executive Director	\$38,592	<b>\$34,938</b>	2025
<a href="#">Classical High School Alumni Association</a>	RI	\$303,785	Executive Director	\$46,667	<b>\$44,648</b>	2023
<a href="#">Love 4 One Another Charities</a>	MN	\$275,303	Executive Director	\$81,250	<b>\$80,104</b>	2023
<a href="#">Explore Facilities Group</a>	NM	\$306,625	Chair	\$30,923	<b>\$33,185</b>	2023
<a href="#">Cal State University Fullerton</a>	CA	\$307,284	Director	\$56,403	<b>\$48,594</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OH cost of living and 2025 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 OH 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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **139** organizations. Compensation range \$648–\$517,206; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$290,242); for reference, expenses \$282,574 and assets \$382,593.
ROLE MATCH	Lupe Campo, reported title " <i>VICE PRESIDENT</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	55 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	3 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	2 <sup>nd</sup>
Reportable pay only (column D), adjusted	42 <sup>nd</sup>
All sources (D + E + F), adjusted	3 <sup>rd</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 (Lupe Campo) 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 139 similarly situated organizations (Same NTEE sector (B11), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,400 is reasonable (approximately the 3<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.