

Pioneer Region Inc

Executive Director / CEO

EIN 611313624

KY · NTEE N60

FY ending 2025-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Nancy Funk, Executive Director / CEO** (\$50,000) against **every comparable organization** that fit the selection criteria — **192** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **71st** percentile of comparable organizations

within the typical range

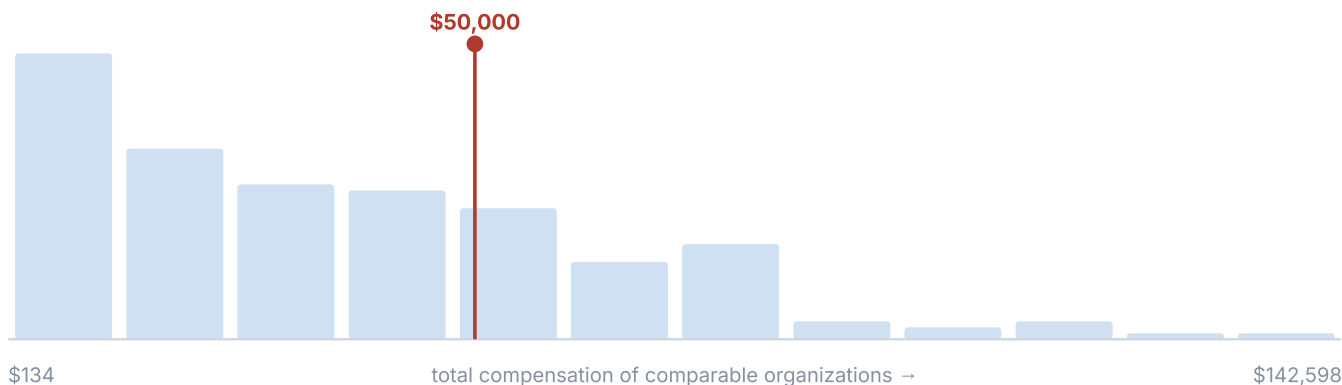
Benchmarked executive: Nancy Funk — reported title "Director", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$214,189 and \$479,529 — 0.67x to 1.50x the subject's \$319,686 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

192 organizations qualified on sector, size, and geography → **192** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,108	\$12,112	\$32,474	\$54,447	\$75,332	\$50,000
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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 KY 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
Paralyzed Veterans Of America	CA	\$320,743	Executive Di	\$93,076	\$76,788	2024
North East Rhythmics School Of Gymn	MA	\$318,478	President	\$52,470	\$46,378	2023
Collegiate Conference Of The South Inc	MS	\$322,147	Commissioner	\$105,417	\$109,281	2025
Ogden Nordic Inc	UT	\$317,102	Member	\$10,000	\$9,526	2025
Angels-murphys-arnold Boosters Club Inc	CA	\$316,809	Executive Secre	\$7,200	\$5,787	2025
Lake Side Elite Inc	MI	\$316,350	Director	\$59,948	\$59,117	2024
Play For Hope	NC	\$315,718	President	\$36,000	\$35,539	2024
Low Country Volleyball Club	SC	\$315,048	Co-director	\$15,295	\$15,245	2024
Community Sports Foundation Inc	CA	\$315,020	Executive Director	\$15,750	\$12,994	2024
Jammers Volleyball Club	NC	\$324,470	President	\$38,505	\$38,012	2024
Beachvolleyballcampscom	CA	\$324,575	President	\$24,000	\$19,800	2024
Minnetonka Lacrosse Association	MN	\$314,403	Girls Player	\$6,034	\$5,697	2024
Oxford Football Club Inc	MS	\$326,321	President & Ceo	\$50,000	\$51,833	2025
Florida Recreational Sports Inc	FL	\$312,527	President	\$1,400	\$1,293	2023
Amore Youth Sports Inc	AZ	\$309,781	President	\$60,000	\$55,131	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
American Legion High School Rodeo Of	WY	\$330,129	Secretary	\$24,959	\$24,877	2025
Santa Barbara Water Polo Club Inc	CA	\$309,215	Executive Director	\$54,240	\$47,959	2022
A-team Mtb Inc	AL	\$308,823	Team Director	\$34,420	\$36,576	2023
Rugby Norcal Inc	CA	\$330,731	Executive Dir.	\$61,917	\$51,081	2024
Shaker Fencing Institute	NJ	\$331,702	President	\$24,000	\$21,078	2023
Philadelphia Boys Gymnastics	PA	\$332,281	Program Director	\$43,277	\$41,233	2024
Velo Kids Inc	MI	\$306,388	Executive Di	\$35,000	\$34,515	2024
Maryland Interscholastic Athletic Association Inc	MD	\$305,409	Executive Director	\$53,565	\$46,612	2025
Amateur Athletic Union Of The United States Inc Beach Wave Volleyball Club	FL	\$304,797	Director	\$35,978	\$34,608	2022
Colorado Swoosh Basketball Club	CO	\$303,887	President/treasurer/coach	\$9,000	\$8,245	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KY 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 KY 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 **192** organizations. Compensation range \$134–\$142,598; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$319,686); for reference, expenses \$264,558 and assets \$501,004.
ROLE MATCH	Nancy Funk, reported title " <i>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.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	71 st
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	71 st
All sources (D + E + F), adjusted	71 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 (Nancy Funk) 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 192 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$50,000 is reasonable (approximately the 71st 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.