

# Fox Township Veterans Club

Executive Director / CEO

EIN 611985088

PA · NTEE N30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Adrienne Fox, Executive Director / CEO** (\$21,834) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

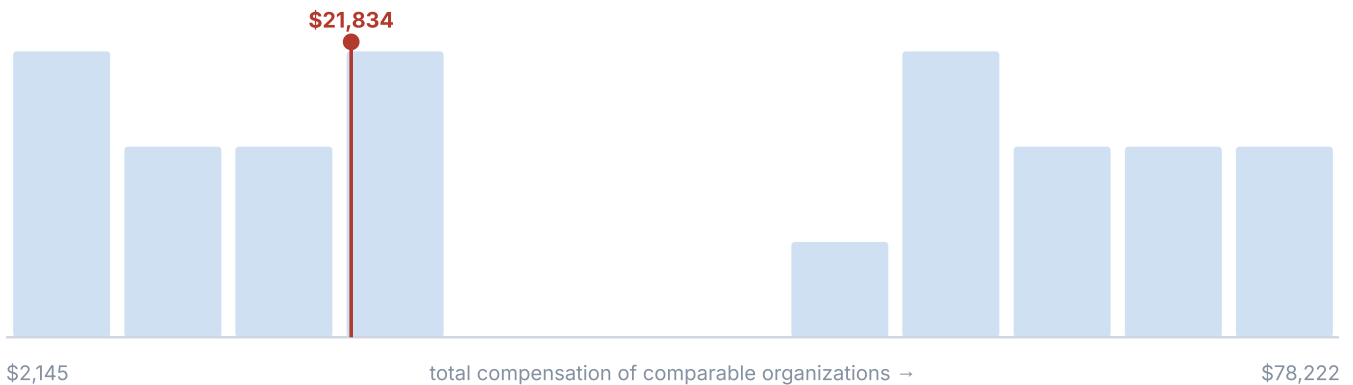
**Benchmarked executive:** Adrienne Fox — reported title “bar manager”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N30).
BUDGET	Total revenue between \$100,394 and \$224,763 — 0.67x to 1.50x the subject's \$149,842 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

**20** organizations qualified on sector, size, and geography → **20** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$5,639	\$15,157	\$38,844	\$62,368	\$68,746	\$21,834
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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 PA 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="#">Kulm Golf Course</a>	ND	\$163,204	Grounds Keeper	\$23,531	<b>\$26,660</b>	2023
<a href="#">Trailspring Inc</a>	MO	\$164,178	Executive Dir.	\$59,865	<b>\$63,582</b>	2024
<a href="#">Aberdeen Family Y Foundation Inc</a>	SD	\$135,191	Ceo	\$8,176	<b>\$9,048</b>	2024
<a href="#">Aberdeen Board Parks &amp;</a>	MD	\$165,866	Treasurer	\$4,495	<b>\$4,105</b>	2025
<a href="#">Ukiah Valley Cultural &amp; Rec Center</a>	CA	\$166,254	Key Employee	\$61,547	<b>\$53,293</b>	2024
<a href="#">Quit Qui Oc Athletic Alliance Inc</a>	WI	\$128,828	Secretary	\$49,790	<b>\$53,684</b>	2023
<a href="#">Emporia Greensville Rec Assoc Inc</a>	VA	\$175,442	President	\$6,000	<b>\$5,809</b>	2024
<a href="#">Hike It Baby</a>	OR	\$176,148	Executive Director	\$59,260	<b>\$55,185</b>	2024
<a href="#">Recreation Center Committee</a>	IA	\$118,835	Director	\$22,200	<b>\$24,375</b>	2024
<a href="#">Girls On The Run Of Southwest Florida</a>	FL	\$182,915	Executive Director	\$54,167	<b>\$51,027</b>	2024
<a href="#">The Farmington Community Assoc</a>	NC	\$115,222	Executive Director	\$22,320	<b>\$23,126</b>	2024
<a href="#">Washington County Star Trail Association Inc</a>	MN	\$111,985	President	\$2,165	<b>\$2,145</b>	2024
<a href="#">Temperance Training Foundation</a>	FL	\$194,236	Secretary	\$16,500	<b>\$15,543</b>	2024
<a href="#">Skyline Swim Club</a>	UT	\$194,618	Vice President	\$14,000	<b>\$13,998</b>	2025
<a href="#">Roosevelt Arena Association</a>	MN	\$102,604	Gambling Manager	\$16,567	<b>\$16,415</b>	2024
<a href="#">Eastern Shore Rail Trail Foundation</a>	VA	\$102,141	Executive Director	\$69,000	<b>\$66,807</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Harris Park Midtown Sports &amp; Activities Center</a>	MO	\$197,973	Executive Director	\$71,750	<b>\$76,205</b>	2024
<a href="#">Vow Inc</a>	TX	\$203,505	President	\$60,000	<b>\$61,963</b>	2023
<a href="#">Bart J Ruggiere Adaptive</a>	VT	\$208,368	Executive Dir.	\$77,500	<b>\$78,222</b>	2024
<a href="#">Liminal Health And Fitness Inc</a>	GA	\$209,854	Secretary &	\$67,360	<b>\$67,917</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to PA 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 PA 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	20 organizations. Compensation range \$2,145–\$78,222; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$149,842); for reference, expenses \$155,629 and assets \$7,453.
ROLE MATCH	Adrienne Fox, reported title " <i>bar manager</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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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>35<sup>th</sup></b>
Total compensation (D + F), as reported (no adjustments)	<b>35<sup>th</sup></b>
Reportable pay only (column D), adjusted	<b>35<sup>th</sup></b>

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All sources (D + E + F), adjusted

30<sup>th</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 (Adrienne Fox) 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 20 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$21,834 is reasonable (approximately the 35<sup>th</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.