

# Bikehouston Inc

Executive Director / CEO

EIN 710874114

TX · NTEE M40

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Joseph Cutrufo, Executive Director / CEO** (\$135,721) 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 **100<sup>th</sup>** percentile of comparable organizations above the 90th percentile — board review recommended

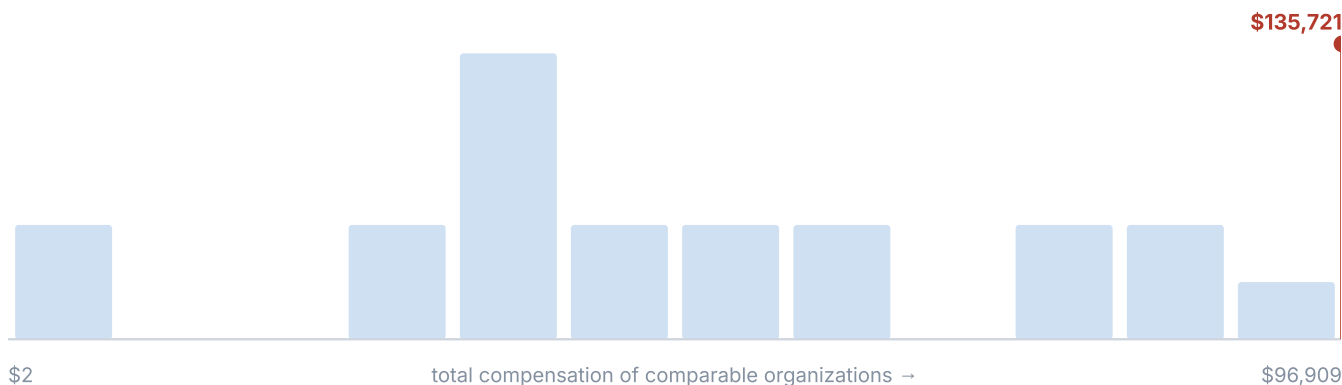
**Benchmarked executive:** Joseph Cutrufo — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (M40).
BUDGET	Total revenue between \$116,320 and \$260,419 — 0.67x to 1.50x the subject's \$173,613 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (M40), 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



\$23,337	\$36,638	\$42,330	\$66,284	\$83,430	<b>\$135,721</b>
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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 TX 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="#">Educators School Safety Network</a>	OH	\$176,215	Director Of Programs	\$39,758	<b>\$42,097</b>	2024
<a href="#">Revved Up Kids Inc</a>	GA	\$168,897	Executive Di	\$29,608	<b>\$29,761</b>	2024
<a href="#">Veteran Sailing Inc</a>	FL	\$183,464	Secretary	\$2	<b>\$2</b>	2024
<a href="#">National Safety Council Ohio Chapter</a>	OH	\$188,834	Executive Director	\$56,160	<b>\$57,930</b>	2025
<a href="#">Addventuri</a>	VA	\$158,204	Executive Di	\$66,269	<b>\$63,966</b>	2024
<a href="#">The 247 Movement</a>	TN	\$189,904	Executive Di	\$46,335	<b>\$48,689</b>	2024
<a href="#">Project Childsafe Inc</a>	CT	\$196,137	Assistant Secretary	\$106,126	<b>\$96,909</b>	2025
<a href="#">Bike Walk Macon Inc</a>	GA	\$203,275	Ececutive Di	\$54,600	<b>\$54,882</b>	2024
<a href="#">Chautauqua Children's Safety</a>	NY	\$211,744	Executive Di	\$81,073	<b>\$73,237</b>	2024
<a href="#">Colorado Ceasefire Outreach Inc</a>	CO	\$133,254	Executive Director	\$38,102	<b>\$37,602</b>	2023
<a href="#">Kauai Sailing Association</a>	HI	\$214,355	Treasurer	\$40,275	<b>\$37,112</b>	2023
<a href="#">National Committee On Uniform Traffic Control Devices</a>	AZ	\$218,831	Executive Secretary	\$87,750	<b>\$84,365</b>	2024
<a href="#">Metropolitan Safety Council Of</a>	LA	\$222,087	President, Director	\$33,963	<b>\$37,386</b>	2024
<a href="#">Calm America Inc</a>	NC	\$121,880	Secretary	\$25,087	<b>\$25,913</b>	2024
<a href="#">Volunteer Firemans Association Of Cambria County And Vicinity</a>	PA	\$241,676	President	\$150	<b>\$154</b>	2023
<a href="#">Tonto Recreation Alliance Inc</a>	AZ	\$246,291	President Executive	\$40,468	<b>\$38,907</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
			Director			
<a href="#">Arizona Motorcycle Safety And Awareness Foundation</a>	AZ	\$249,733	Executive Director	\$43,000	<b>\$42,562</b>	2023
<a href="#">Sass Go</a>	SC	\$251,510	President	\$79,897	<b>\$83,326</b>	2024
<a href="#">The West Central Montana Avalanche</a>	MT	\$253,739	Executive Dir.	\$71,680	<b>\$79,524</b>	2023
<a href="#">Community Alliance For Teen Safety</a>	NH	\$256,591	Executive Director	\$38,152	<b>\$35,217</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TX 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 TX 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	20 organizations. Compensation range \$2–\$96,909; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$173,613); for reference, expenses \$477,168 and assets \$543,540. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Joseph Cutrufo, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers 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>100<sup>th</sup></b>

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), as reported (no adjustments)	100 <sup>th</sup>
Reportable pay only (column D), adjusted	100 <sup>th</sup>
All sources (D + E + F), adjusted	95 <sup>th</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 (Joseph Cutrufo) 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 (M40), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$135,721 is reasonable (approximately the 100<sup>th</sup> 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.