

Swimtulsa Inc

Executive Director / CEO

EIN 731326892
 OK · NTEE N67Z
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Lynne Gorman, Executive Director / CEO** (\$60,000) against **every comparable organization** that fit the selection criteria — **82** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

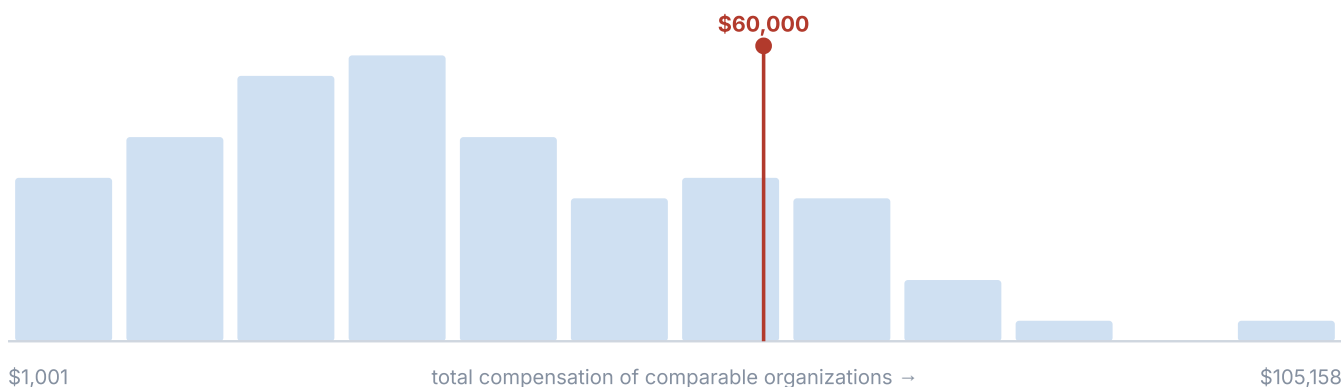
Benchmarked executive: Lynne Gorman — reported title "EXECUTIVE DIR.", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N67Z).
BUDGET	Total revenue between \$162,743 and \$364,351 — 0.67x to 1.50x the subject's \$242,901 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N67), nationwide + budget 0.67–1.5x revenue.

82 organizations qualified on sector, size, and geography → **82** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$9,927	\$20,158	\$33,777	\$52,738	\$64,922	\$60,000
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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 OK 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
Imperial Water Polo Club	CA	\$243,306	Secretary	\$41,165	\$32,281	2024
Trident Swim Foundation Inc	NY	\$243,608	Vice President	\$40,000	\$32,825	2024
One With The Water	AR	\$240,158	Executive Director	\$37,919	\$38,708	2024
Great Lakes Tritons Inc	MI	\$239,102	Key Employee	\$62,655	\$60,466	2023
Tampa Bay Aquatics Central Booster	FL	\$238,903	Head Coah/officers	\$84,328	\$70,089	2025
Williston Sea Lions Inc	ND	\$248,940	Secretary	\$9,646	\$9,897	2023
Chicago Training Center	IL	\$236,029	Executive Director	\$70,000	\$62,497	2024
St Helena Swim Club	CA	\$249,998	Director	\$18,360	\$14,027	2025
Mbu Water Polo Foundation	CA	\$235,745	Executive Di	\$34,541	\$27,887	2023
Rocky Mt Rapids Swim Team	CO	\$235,174	Head Coach	\$40,000	\$34,832	2024
Mid-hudson Aquatics Inc	NY	\$234,361	President	\$28,500	\$23,388	2024
Rowing Club Of The Woodlands Inc	TX	\$233,348	Head Coach - Independent Contractor But Key To The Operations Of The Organization	\$29,000	\$26,345	2024
Richfield Swim Club	MN	\$232,064	Head Coach	\$65,289	\$57,077	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Abilities At Windjammer Inc	FL	\$231,446	President/ceo	\$38,173	\$33,529	2023
Santa Barbara Premier Water Polo	CA	\$255,890	Director	\$13,000	\$10,194	2024
Thresher Aquatics Inc	FL	\$227,827	President	\$24,000	\$21,944	2022
Sodus Bay Junior Sailing Association Inc	NY	\$259,650	Director - Administration	\$24,050	\$19,736	2024
Friends Of Concord Crew	NH	\$225,007	Director	\$28,900	\$23,610	2025
Southside Water Polo Club	TX	\$224,949	Vice President	\$26,382	\$23,966	2024
Waunakee Wave Swim Team	WI	\$261,023	Head Coach	\$45,755	\$43,396	2024
Urbansurf4kids	CA	\$223,933	Executive Director	\$87,262	\$68,430	2024
Central Jersey Aquatic Club Inc	NJ	\$222,728	Treasurer	\$19,702	\$15,975	2024
Pioneer Valley Riverfront Club Inc	MA	\$263,281	Executive Director	\$66,185	\$55,608	2023
Us Swimming-missouri Valley	KS	\$222,473	Executive Director	\$64,900	\$63,674	2024
Atomic City Aquatic Club	TN	\$221,438	Executive Directorcoach	\$45,009	\$42,965	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to OK 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 OK 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	82 organizations. Compensation range \$1,001–\$105,158; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$242,901); for reference, expenses \$218,586 and assets \$266,873.
ROLE MATCH	Lynne Gorman, reported title "EXECUTIVE DIR.", benchmarked as Executive Director / CEO. The title maps directly to this 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	1 peer 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	83 rd
Total compensation (D + F), as reported (no adjustments)	73 rd
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	82 nd

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 (Lynne Gorman) 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 82 similarly situated organizations (Same NTEE sector (N67), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$60,000 is reasonable (approximately the 83rd 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.