

# Usa Gymnastics Region 3

Executive Director / CEO

EIN 752914522

TX · NTEE N70

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Patti Conner, Executive Director / CEO** (\$29,707) against **every comparable organization** that fit the selection criteria — **29** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **66<sup>th</sup>** percentile of comparable organizations within the typical range

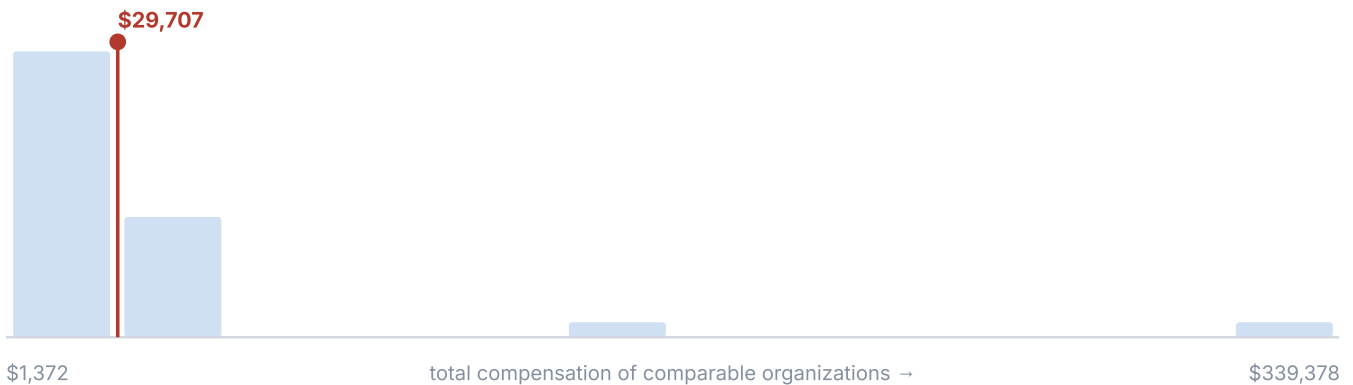
**Benchmarked executive:** Patti Conner — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N70).
BUDGET	Total revenue between \$105,578 and \$236,370 — 0.67x to 1.50x the subject's \$157,580 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N70), nationwide + budget 0.67–1.5x revenue.

**29** organizations qualified on sector, size, and geography → **29** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,442	\$4,794	\$14,675	\$31,495	\$39,257	\$29,707
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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="#">Glenn D Loucks Memorial</a>	NY	\$146,799	Corresponding Secretary	\$3,000	<b>\$2,790</b>	2023
<a href="#">Eden Prairie Figure Skating Club</a>	MN	\$143,723	Director Coach Representati	\$2,436	<b>\$2,406</b>	2024
<a href="#">Houston Golf Association Inc</a>	TX	\$171,707	President & Ceo	\$329,641	<b>\$339,378</b>	2023
<a href="#">Midwestern-united States Swimming</a>	NE	\$180,941	Secretary - Non Voting	\$28,035	<b>\$30,144</b>	2024
<a href="#">Bike Walk Tennessee</a>	TN	\$181,443	Executive Di	\$35,332	<b>\$37,127</b>	2024
<a href="#">Greater Central Ct Usbc</a>	CT	\$125,379	Association	\$12,000	<b>\$10,958</b>	2025
<a href="#">Fort Wayne Metro Usbc Inc</a>	IN	\$190,297	Former Ass.	\$20,817	<b>\$21,946</b>	2024
<a href="#">Umar Boxing Program Inc</a>	MD	\$122,717	President & Treasurer	\$28,080	<b>\$26,244</b>	2024
<a href="#">Greater Tampa Bowling Associat</a>	FL	\$114,727	President	\$1,500	<b>\$1,372</b>	2025
<a href="#">The Dipsea Race Foundation</a>	CA	\$113,824	Executive Dir.	\$17,000	<b>\$14,675</b>	2024
<a href="#">Reno Tahoe Winter Games Coalition Inc</a>	NV	\$201,869	Chief Executive Officer	\$47,677	<b>\$47,775</b>	2024
<a href="#">North Carolina State</a>	NC	\$202,153	President	\$1,833	<b>\$1,893</b>	2024
<a href="#">Greater Pittsburgh Usbc</a>	PA	\$111,650	Current Assoc Mgr	\$36,000	<b>\$34,964</b>	2025
<a href="#">Charleston West Virginia Sports Council Inc</a>	WV	\$204,439	Director	\$18,633	<b>\$20,168</b>	2024
<a href="#">North Shore Volleyball Club</a>	OH	\$206,045	Director/tru	\$4,000	<b>\$4,360</b>	2023
<a href="#">Wyoming State Usbc</a>	WY	\$206,340	Association Manager	\$5,000	<b>\$5,214</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Berks County Interscholastic Athletic</a>	PA	\$207,743	Executive Director	\$8,000	<b>\$8,211</b>	2023
<a href="#">North Carolina Organizing Committee</a>	NC	\$210,160	Chairman	\$160,000	<b>\$165,271</b>	2024
<a href="#">Arkansas State Usbc</a>	AR	\$217,288	Association Manager	\$4,266	<b>\$4,794</b>	2024
<a href="#">Gainesville Area Rowing Inc</a>	FL	\$218,043	Executive Dir.	\$34,338	<b>\$31,417</b>	2025
<a href="#">American International Polo Foundation</a>	FL	\$220,116	(To 1/27), Treas/pres (From 1/27)	\$2,535	<b>\$2,451</b>	2023
<a href="#">Eurocrossacademy Inc</a>	MT	\$221,606	Chief Director	\$30,000	<b>\$31,495</b>	2025
<a href="#">692 Beach Volleyball Club</a>	CA	\$224,195	Director/officer	\$38,000	<b>\$32,803</b>	2024
<a href="#">Empire Volleyball</a>	ND	\$225,253	Director	\$7,041	<b>\$7,526</b>	2025
<a href="#">Usa Softball Of Central California</a>	CA	\$225,563	Secretary	\$35,750	<b>\$31,772</b>	2023

**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	29 organizations. Compensation range \$1,372–\$339,378; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$157,580); for reference, expenses \$94,870 and assets \$572,823.
ROLE MATCH	Patti Conner, reported title " <i>DIRECTOR</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.
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	66 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	69 <sup>th</sup>
Reportable pay only (column D), adjusted	69 <sup>th</sup>
All sources (D + E + F), adjusted	62 <sup>nd</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 (Patti Conner) 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 29 similarly situated organizations (Same NTEE sector (N70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$29,707 is reasonable (approximately the 66<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.