

Gowags Teams Inc

Executive Director / CEO

EIN 811329725

PA · NTEE N60

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Shane Mccartney, Executive Director / CEO** (\$2,520) against **every comparable organization** that fit the selection criteria — **145** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 9th percentile of comparable organizations

below the typical range for comparable organizations

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

How comparable organizations were selected

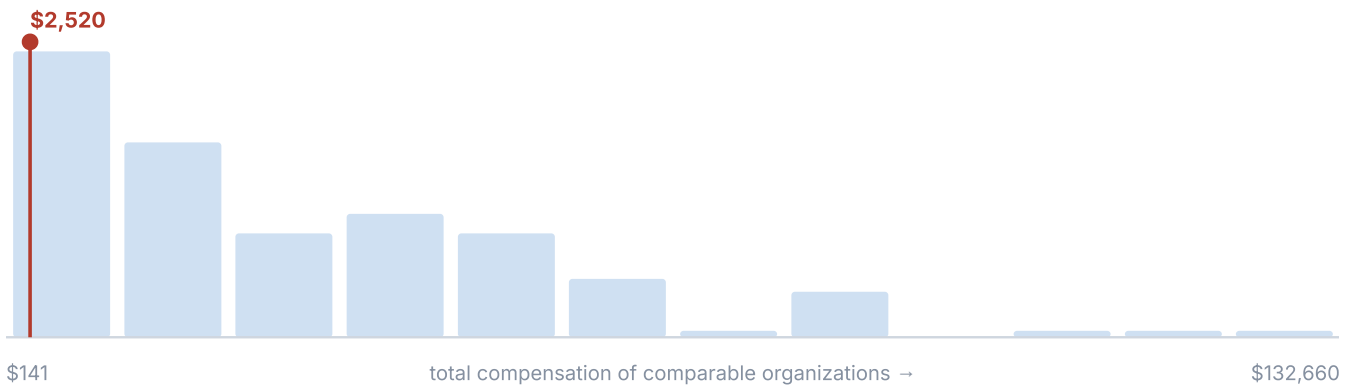
SECTOR Organizations sharing the subject's NTEE classification (N60).

BUDGET Total revenue between \$147,843 and \$330,993 — 0.67x to 1.50x the subject's \$220,662 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

145 organizations qualified on sector, size, and geography → **145** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,414

\$8,654

\$20,894

\$43,703

\$60,964

\$2,520



■ 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
Sons Of Thunder Academy	CO	\$219,944	Club Manager	\$46,042	\$45,579	2023
Responsible Athletes Program	CA	\$221,565	Director	\$41,484	\$35,921	2024
Western Maryland Lacrosse Officials Association Inc	MD	\$221,638	President	\$150	\$141	2024
Bison Wrestling Club	ND	\$219,622	Head Coach	\$15,609	\$17,684	2023
Metro Fha	VA	\$223,026	Assignor	\$13,773	\$13,335	2024
Hermantown Youth Soccer Assn Inc	MN	\$218,038	Board/gambli	\$24,358	\$24,135	2024
Baltimore Sports Academy Inc	MD	\$223,998	Executive Dir.	\$86,676	\$81,259	2024
Idaho Youth Sports Commission Inc	ID	\$217,026	Executive Dir.	\$40,000	\$42,670	2024
Lax Devils Lacrosse Club Inc	AZ	\$225,623	Defensive Coordinator	\$12,000	\$12,403	2022
The Oc Marathon Foundation	CA	\$215,122	Executive Dir.	\$33,000	\$28,575	2024
Roseville Figure Skating Club	MN	\$214,589	Vice Preside	\$2,000	\$1,930	2025
Texas 512 Volleyball Club	TX	\$226,876	President	\$62,000	\$64,028	2023
New York Bicycling Coalition Inc	NY	\$227,130	Executive Director	\$39,726	\$35,997	2024
Rallycap Sports Inc	NJ	\$227,603	Executive Director	\$93,381	\$83,606	2024
Loveland Volleyball Inc	CO	\$227,604	President	\$4,000	\$3,960	2023
Bemidji Wrestling Club	MN	\$212,928	Gambling Man	\$22,500	\$21,720	2025
Harvard Athletic Association Inc	MA	\$212,409	Former Treas	\$1,762	\$1,635	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Faribault Hockey Association	MN	\$212,068	Gambling Man	\$9,035	\$9,217	2023
Acceleration Volleyball	MN	\$211,763	President	\$8,078	\$8,241	2023
Spiketown Inc	OH	\$211,284	President	\$7,926	\$8,418	2024
Ivy League Youth Sports Academy	NE	\$210,787	Ceo	\$123,000	\$132,660	2024
Orange County Sports Alliance	CA	\$230,882	President	\$11,555	\$10,005	2024
Bronxville Youth Lacrosse Association Inc	NY	\$231,037	Director	\$8,000	\$7,249	2024
Owatonna Gymnastic Club Inc	MN	\$231,276	Executive Director	\$68,433	\$66,059	2025
Syracuse Chargers Rowing Club Inc	NY	\$231,889	Executive Director	\$17,432	\$15,796	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.

● Sample, role match & sensitivity

PEER COUNT	145 organizations. Compensation range \$141–\$132,660; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$220,662); for reference, expenses \$203,316 and assets \$30,376.
ROLE MATCH	Shane Mccartney, reported title <i>"Vice President"</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 3 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	9 th
Total compensation (D + F), as reported (no adjustments)	8 th
Reportable pay only (column D), adjusted	10 th
All sources (D + E + F), adjusted	9 th

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 (Shane Mccartney) 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 145 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,520 is reasonable (approximately the 9th 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.