

Gateway To The Great Outdoors

Executive Director / CEO

EIN 815044989

IL · NTEE S80

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nadav Sprague, Executive Director / CEO** (\$25,631) against **every comparable organization** that fit the selection criteria — **65** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35th** percentile of comparable organizations within the typical range

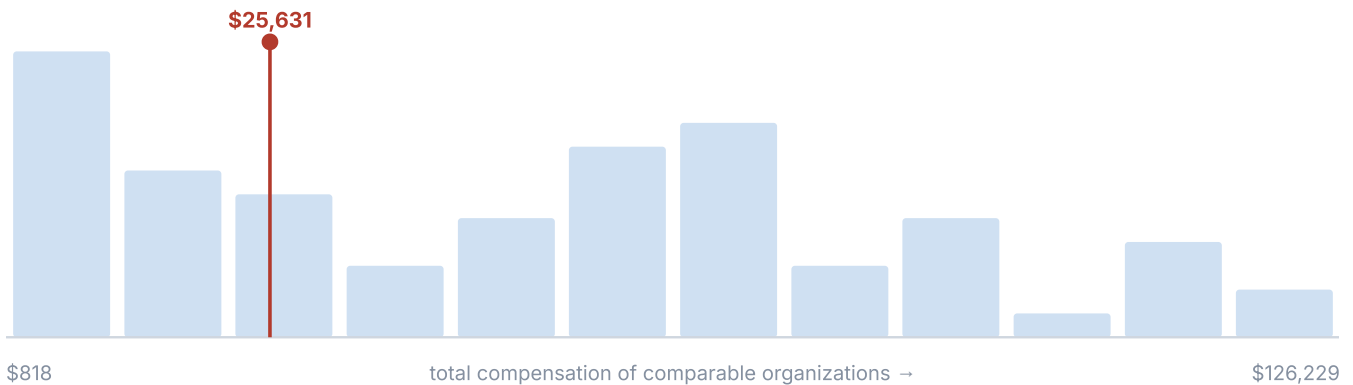
Benchmarked executive: Nadav Sprague — reported title “President Treasurer”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S80).
BUDGET	Total revenue between \$172,301 and \$385,749 — 0.67x to 1.50x the subject's \$257,166 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S80), nationwide + budget 0.67–1.5x revenue.

65 organizations qualified on sector, size, and geography → **65** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,437	\$16,070	\$51,460	\$71,544	\$98,117	\$25,631
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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 IL 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
Arab American Friendship Center	MI	\$257,245	Executive Director	\$47,684	\$50,063	2024
Youth Leadership Authority Inc	NV	\$257,686	President Executive Director	\$82,200	\$86,286	2023
Atlanta Woman's Club	GA	\$259,551	Director Of Sales And Even	\$115,743	\$118,376	2024
Lexington Lions Club Endowment Inc	KY	\$260,764	Secretary &	\$3,000	\$3,278	2024
Front Range Community Services Inc	CO	\$262,100	Exec Director	\$55,583	\$55,814	2023
Leadership Macomb Inc	MI	\$262,652	Executive Director	\$108,817	\$114,246	2024
Ministry Of Zoey's Place	TX	\$248,890	President	\$11,520	\$11,721	2024
Gapps Global Alliance To Prevent	WA	\$265,582	Treasurer	\$24,000	\$21,856	2024
The 1477 Corporation Of Bergenfield	NJ	\$247,858	Secretary	\$4,500	\$3,981	2025
Mentor Discover Inspire Inc	CA	\$246,941	Program Development Director	\$24,000	\$21,703	2023
Coastal Communities Family Success	NJ	\$267,798	Executive Director	\$75,000	\$70,125	2023
Rochester Rotary Club	NY	\$246,305	Executive Director	\$9,493	\$8,500	2025
San Diego Lions Welfare Foundation	CA	\$245,585	Executive Dir.	\$12,438	\$10,925	2024
North Carolinas Eastern Alliance	NC	\$270,119	President/ceo	\$3,000	\$3,247	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Senior Center Of Langlade County In	WI	\$270,449	Program Director	\$33,991	\$37,175	2023
Mt Juliet Help Center	TN	\$243,235	Director	\$44,233	\$47,293	2024
Working Men Of Christ Inc	KS	\$240,294	Executive Director	\$42,000	\$46,153	2024
Community Services Agency Of The	DC	\$276,632	Executive Director Thru March 2024	\$112,909	\$100,782	2024
Onevirginia2021 Foundation	VA	\$281,741	Executive Di	\$95,833	\$94,120	2024
Friends Of The Trail	WA	\$281,741	President, Executive Director, Director	\$101,285	\$89,861	2025
Columbus Rotary Foundation Inc	OH	\$283,453	Secretary	\$1,438	\$1,594	2023
Greater Cheyenne Foundation	WY	\$284,004	Secretary	\$47,245	\$51,460	2024
House Of Compassion	IA	\$229,933	Executive Director	\$51,000	\$58,478	2023
Open Arms Rape Crisis Center & Lgbt Services	TX	\$284,932	Executive Director	\$64,126	\$67,175	2023
Mcleod Alliance	MN	\$285,813	Director	\$66,511	\$66,849	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **65** organizations. Compensation range \$818–\$126,229; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$257,166); for reference, expenses \$265,775 and assets \$197,522.
ROLE MATCH	Nadav Sprague, reported title " <i>President Treasurer</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	7 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	35 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	37 th
All sources (D + E + F), adjusted	26 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 (Nadav Sprague) 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 65 similarly situated organizations (Same NTEE sector (S80), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,631 is reasonable (approximately the 35th 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.