

# Yorkana Game And Gun Club

Executive Director / CEO

EIN 820997222

PA · NTEE N50

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brian Pfeiffer, Executive Director / CEO** (\$639) against **every comparable organization** that fit the selection criteria — **15** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 0<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Brian Pfeiffer — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

**SECTOR** Organizations sharing the subject's NTEE classification (N50).

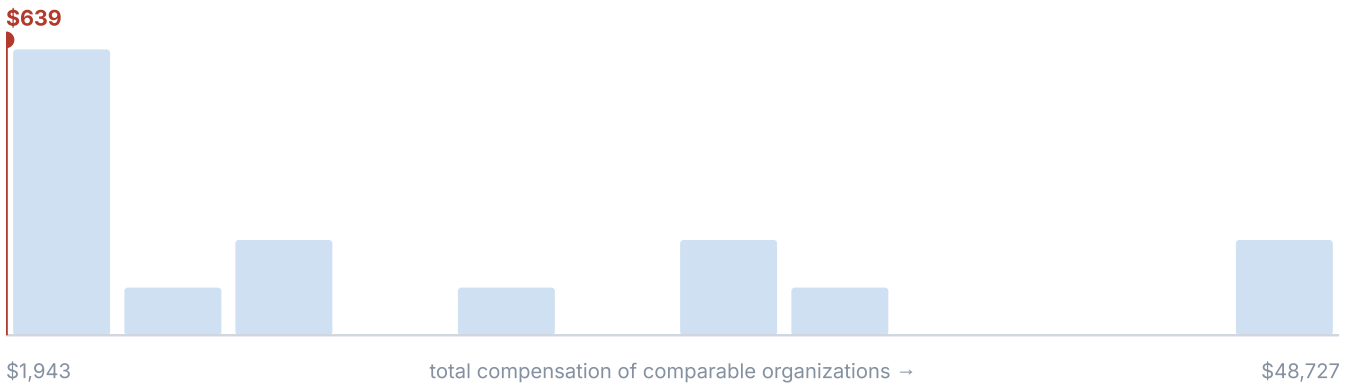
**BUDGET** Total revenue between \$84,390 and \$188,934 — 0.67x to 1.50x the subject's \$125,956 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N50) + PA + budget 0.67–1.5x revenue.

**15** organizations qualified on sector, size, and geography

→ **15** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$3,000	\$4,352	\$11,850	\$28,338	\$41,411	\$639
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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 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
<a href="#">Marion Township Rod And Gun Club</a>	PA	\$126,230	Financial Secretary	\$5,100	<b>\$4,954</b>	2024
<a href="#">Pulaski Club</a>	PA	\$126,986	Finance Sec.	\$30,719	<b>\$30,719</b>	2023
<a href="#">American Ukrainian Citizens Club</a>	PA	\$131,048	President	\$4,836	<b>\$4,697</b>	2024
<a href="#">Nelson Armes Post 601 Home Association</a>	PA	\$117,030	Manager	\$9,480	<b>\$9,480</b>	2023
<a href="#">Lower Pottsgrove Sportsmans Association</a>	PA	\$137,253	Associate Treas	\$2,750	<b>\$2,671</b>	2024
<a href="#">Star Athletic Club</a>	PA	\$112,323	Manager	\$29,415	<b>\$28,571</b>	2024
<a href="#">Miller Heights Independent Citizens Club</a>	PA	\$140,503	Club Manager	\$28,104	<b>\$28,104</b>	2023
<a href="#">Amvets Post #293 Home Association</a>	PA	\$141,806	Manager	\$51,494	<b>\$48,727</b>	2025
<a href="#">Workingmens Mutual Beneficial Union</a>	PA	\$146,090	Secretary	\$4,006	<b>\$4,006</b>	2023
<a href="#">Fraternal Order Of Police Berks Lodge 71</a>	PA	\$148,053	President	\$12,850	<b>\$12,850</b>	2023
<a href="#">Lithuanian Citizens Social And</a>	PA	\$154,903	Financial Se	\$3,597	<b>\$3,494</b>	2024
<a href="#">Elzie E Lynch Home Association</a>	PA	\$160,888	Secretary	\$18,900	<b>\$18,900</b>	2023
<a href="#">Club 104</a>	PA	\$166,428	Club Manager	\$46,627	<b>\$48,539</b>	2022
<a href="#">Hunters Valley Sportsman Association</a>	PA	\$175,076	Treasurer	\$12,200	<b>\$11,850</b>	2024
<a href="#">Slovak National Club</a>	PA	\$177,180	President	\$2,000	<b>\$1,943</b>	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 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

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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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

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**PEER COUNT** 15 organizations. Compensation range \$1,943–\$48,727; filing years 2022–2025.

**SIZE BASIS** Matched on total revenue (\$125,956); for reference, expenses \$89,750 and assets \$846,141.

**ROLE MATCH** Brian Pfeiffer, reported title "*PRESIDENT*", benchmarked as Executive Director / CEO. The title maps directly to this role.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	0 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	0 <sup>th</sup>
Reportable pay only (column D), adjusted	7 <sup>th</sup>
All sources (D + E + F), adjusted	0 <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

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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 (Brian Pfeiffer) 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 15 similarly situated organizations (Same NTEE sector (N50) + PA + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$639 is reasonable (approximately the 0<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date] , by a vote of [\_\_ for / \_\_ against] .

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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.