

National Riding Stables Horse

Executive Director / CEO

EIN 830980823

PA · NTEE N69

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Terry Latschar, Executive Director / CEO** (\$11,200) against **every comparable organization** that fit the selection criteria — **1020** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **31st** percentile of comparable organizations

within the typical range

Benchmarked executive: Terry Latschar — reported title "VICE PRESIDE", 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 (N69).

BUDGET Total revenue between \$147,548 and \$330,333 — 0.67x to 1.50x the subject's \$220,222 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,020 organizations qualified on sector, size, and geography → **1,020** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,607

\$8,411

\$23,098

\$49,614

\$70,934

\$11,200



■ 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
Austin Youth Hockey Association Inc	MN	\$220,305	Director	\$12,600	\$12,853	2023
American International Polo Foundation	FL	\$220,116	(To 1/27), Treas/pres (From 1/27)	\$2,535	\$2,459	2023
Capital Athletic Conference Inc	FL	\$220,355	Commissioner	\$91,394	\$83,876	2025
Liberty Hose Co No 2	PA	\$220,452	General Employee	\$31,200	\$32,122	2023
Vessel Skatepark	MA	\$219,966	President	\$62,750	\$56,545	2024
Sons Of Thunder Academy	CO	\$219,944	Club Manager	\$46,042	\$45,579	2023
Mansfield Soccer Association	TX	\$220,500	President	\$6,450	\$6,470	2024
Asa-usa Softball Nj District 2	NJ	\$219,927	Trustee	\$15,000	\$13,826	2023
Lakota Thunderbird Youth Basketball	OH	\$219,818	President	\$850	\$903	2024
Monterey Peninsula Junior Golf	CA	\$220,634	Executive Director	\$17,395	\$15,062	2024
Surge International	OR	\$219,787	President	\$89,122	\$82,993	2024
Gowags Teams Inc	PA	\$220,662	Vice President	\$2,520	\$2,520	2024
Mississippi Seniors Golf Association	LA	\$220,785	President	\$800	\$883	2024
Bison Wrestling Club	ND	\$219,622	Head Coach	\$15,609	\$17,684	2023
Indy Genesis Ltd	IN	\$220,892	President	\$12,000	\$12,690	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Tidewater Wooden Boat Workshop	VA	\$219,471	Executive Di	\$48,000	\$46,475	2024
Howard Youth Basketball Alliance	MD	\$220,977	Treasurer	\$12,000	\$11,250	2024
Surfers For Autism li Inc	FL	\$219,343	Officer-president	\$25,000	\$24,246	2023
Hilton-parma Soccer Club Inc	NY	\$219,319	President	\$5,000	\$4,531	2024
Discovery Riders Inc	OH	\$219,261	Director	\$49,904	\$54,568	2023
Adirondack Hamlets To Huts Inc	NY	\$219,167	Executive Di	\$16,475	\$14,929	2024
Handi Riders Inc	SD	\$221,347	Executive Di	\$54,167	\$61,717	2023
Atomic City Aquatic Club	TN	\$221,438	Executive Directorcoach	\$45,009	\$47,442	2024
Flathead Rapids Inc	MT	\$218,887	Executive Director	\$7,462	\$8,304	2023
Responsible Athletes Program	CA	\$221,565	Director	\$41,484	\$35,921	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 **1020** organizations. Compensation range \$1–\$340,425; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$220,222); for reference, expenses \$250,689 and assets \$36,639.

ROLE MATCH	Terry Latschar, reported title "VICE PRESIDE", 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	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	11 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	31 st
Total compensation (D + F), as reported (no adjustments)	30 th
Reportable pay only (column D), adjusted	33 rd
All sources (D + E + F), adjusted	30 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 (Terry Latschar) 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 1020 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$11,200 is reasonable (approximately the 31st 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.