

# Upstate Carolina Adaptive Golf

Executive Director / CEO

EIN 832703634

SC · NTEE P99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Brandon Worley, Executive Director / CEO** (\$68,497) against **every comparable organization** that fit the selection criteria — **186** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63<sup>rd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Brandon Worley — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P99).
BUDGET	Total revenue between \$241,610 and \$540,919 — 0.67x to 1.50x the subject's \$360,613 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P99), nationwide + budget 0.67–1.5x revenue.

**186** organizations qualified on sector, size, and geography → **186** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$17,870	\$33,884	\$59,046	\$77,093	\$97,691	<b>\$68,497</b>
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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 SC 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="#">Fiel Houston Inc</a>	TX	\$360,472	President	\$23,400	<b>\$22,437</b>	2024
<a href="#">Hale County Meals On Wheels</a>	TX	\$360,074	Executive Di	\$62,813	<b>\$58,676</b>	2025
<a href="#">The Kindness Project</a>	PA	\$361,734	Executive Director	\$62,810	<b>\$61,813</b>	2023
<a href="#">Family Advocacy In Champaign County</a>	IL	\$359,272	Executive Director	\$53,050	<b>\$49,993</b>	2024
<a href="#">Amani Project Inc</a>	GA	\$364,340	Ceo	\$10,000	<b>\$9,922</b>	2023
<a href="#">Pennsylvania Furniture Mission</a>	PA	\$356,280	Director	\$2,940	<b>\$2,810</b>	2024
<a href="#">Goodwill East Building Inc</a>	LA	\$356,182	President And Ceo	\$20,500	<b>\$21,638</b>	2024
<a href="#">Hope Impacts</a>	TX	\$365,397	Executive Di	\$61,066	<b>\$58,553</b>	2024
<a href="#">Inner City Youth Opportunities</a>	OH	\$365,922	Pres	\$27,800	<b>\$28,224</b>	2024
<a href="#">In Step With Horsesinc</a>	OH	\$369,696	President	\$16,500	<b>\$16,752</b>	2024
<a href="#">His Hands Auto Repair Ministry Inc</a>	PA	\$350,054	Member / Emp	\$59,644	<b>\$57,014</b>	2024
<a href="#">The Hope Shot Inc</a>	FL	\$371,933	Executive Director	\$21,892	<b>\$19,713</b>	2024
<a href="#">Community Kitchen Of Torrington Inc</a>	CT	\$371,968	Executive Dir.	\$69,500	<b>\$64,308</b>	2023
<a href="#">Oregon Representative Payee Program</a>	OR	\$349,233	Executive Director	\$85,589	<b>\$76,188</b>	2024
<a href="#">3hopeful Hearts</a>	CO	\$347,957	Executive Director	\$40,704	<b>\$37,412</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Supportive Healthy Initiatives For Tulsa</a>	OK	\$347,950	Ceo	\$20,300	<b>\$22,060</b>	2023
<a href="#">Lifenet Foundation</a>	VA	\$374,374	Board Member	\$572,453	<b>\$529,817</b>	2024
<a href="#">Spirit Of A Hero Foundation</a>	TX	\$376,309	Secretary	\$21,828	<b>\$20,930</b>	2024
<a href="#">Gendernexus Inc</a>	IN	\$377,270	Executive Director	\$67,100	<b>\$67,828</b>	2024
<a href="#">Ministry Against The Death Penalty</a>	LA	\$343,734	Director	\$42,406	<b>\$44,759</b>	2024
<a href="#">Hampton Transitional Academy Inc</a>	SC	\$379,061	President	\$120,538	<b>\$120,538</b>	2024
<a href="#">Workable Career Trends</a>	CA	\$341,514	Ceo	\$98,750	<b>\$84,151</b>	2023
<a href="#">St Francis Food Pantry Inc</a>	WI	\$380,101	Executive Di	\$63,618	<b>\$63,686</b>	2024
<a href="#">United Citizens Coalition Inc</a>	FL	\$380,105	President	\$53,995	<b>\$48,622</b>	2024
<a href="#">Twu Local 100 Widows &amp; Orphans Fund</a>	NY	\$380,217	President	\$5,715	<b>\$5,097</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to SC 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 SC 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** 186 organizations. Compensation range \$1,912–\$529,817; filing years 2023–2025.

**SIZE BASIS** Matched on total revenue (\$360,613); for reference, expenses \$392,072 and assets \$137,784.

ROLE MATCH	Brandon Worley, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	9 peers 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	63 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	58 <sup>th</sup>
Reportable pay only (column D), adjusted	67 <sup>th</sup>
All sources (D + E + F), adjusted	60 <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

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 (Brandon Worley) 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 186 similarly situated organizations (Same NTEE sector (P99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$68,497 is reasonable (approximately the 63<sup>rd</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.