

Videogames And Esports Foundation

Executive Director / CEO

June 9, 2026

This analysis benchmarks the total compensation of **Christopher Gaeddert, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **500** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 8th percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Christopher Gaeddert — 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 (O50).

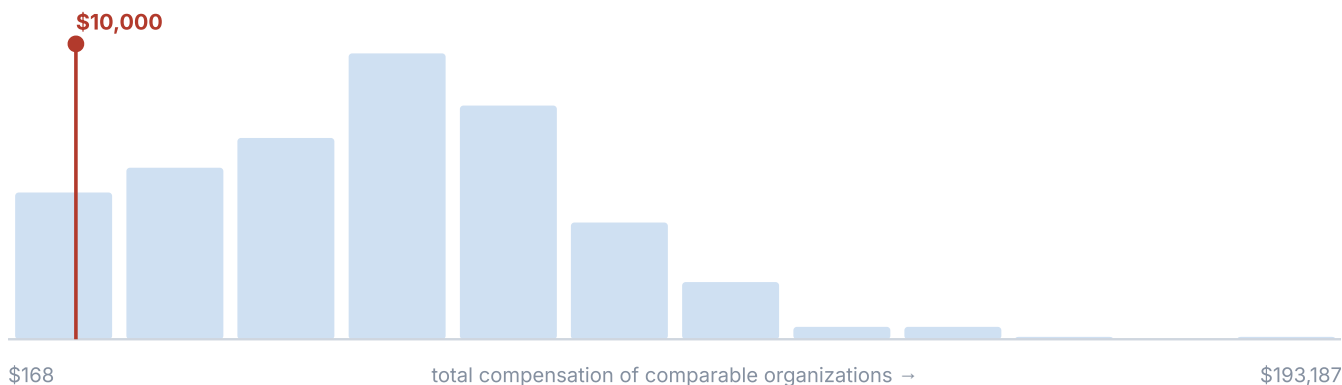
BUDGET Total revenue between \$230,720 and \$516,538 — 0.67x to 1.50x the subject's \$344,359 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

500 organizations qualified on sector, size, and geography

→ **500** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$13,950

\$31,046

\$54,854

\$72,344

\$89,771

\$10,000



● 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 KS 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
Breitling Performing Arts	TX	\$344,458	Board Director, Driver, Set Builder	\$48,500	\$44,907	2024
The Promise Center Of Homewood Inc	PA	\$344,224	President	\$15,000	\$13,846	2024
Ourtism	CA	\$343,806	Founder	\$30,414	\$25,027	2023
Pursuit Of Innovation	IA	\$343,716	Executive Director	\$130,000	\$131,757	2024
Reach And Teach Inc	AL	\$343,532	Executive Di	\$10,667	\$10,667	2024
Listen To Our Future Inc	IN	\$345,202	Ceo	\$50,125	\$48,929	2024
Progressive Leadership Initiative Education Fund Inc	DC	\$345,359	President	\$15,936	\$12,944	2024
Purcellville Teen Centerincorporated	VA	\$345,362	President	\$87,500	\$78,203	2024
Santa Clara Diving Club	CA	\$343,321	Head Coach	\$95,150	\$76,052	2024
Lilys Pad	AZ	\$343,055	Executive Dir.	\$68,000	\$60,534	2024
Santa Barbara School Of Squash	CA	\$342,875	Executive Director	\$106,670	\$85,260	2024
Adirondack Ski Touring Council Inc	NY	\$342,606	Executive Dir.	\$80,000	\$66,914	2024
East Los Angeles Boys And Girls Club	CA	\$342,376	Executive Director	\$67,320	\$55,397	2023
Liberty Lodge Inc	FL	\$346,422	Director	\$37,208	\$32,355	2024
Levon Ishtoyan Foundation	CA	\$342,158	Treasurer	\$28,000	\$23,041	2023
Srd-straightening Reins Foundation	CA	\$346,745	Director	\$35,256	\$28,180	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rsa Of Dance And Performing Arts	TX	\$347,192	Executive Director	\$48,000	\$44,444	2024
Triumph Seminars Nfp	IL	\$341,417	Chairperson	\$100,375	\$94,040	2023
Vision Ministries Outreach Inc	FL	\$347,410	Director	\$67,308	\$58,529	2024
Sola Robotics	CA	\$347,696	Executive Director	\$57,960	\$46,327	2024
Blueprint 58 Inc	GA	\$347,869	President & Ceo	\$69,750	\$64,917	2024
The Greenhouse	CA	\$348,281	Executive Director (March To Present)	\$59,913	\$47,888	2024
Girls In The Know	MO	\$348,541	Executive Driector	\$85,633	\$83,954	2024
Backlight Productions	TN	\$348,625	Executive Director	\$51,120	\$49,738	2024
Convivir Colorado	CO	\$349,346	Ceo & Founder	\$92,459	\$82,064	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to KS 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 KS 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	500 organizations. Compensation range \$168–\$193,187; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$344,359); for reference, expenses \$308,148 and assets \$36,211.
ROLE MATCH	Christopher Gaeddert, reported title " <i>PRESIDENT</i> ", 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 5 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	8 th
Total compensation (D + F), as reported (no adjustments)	6 th
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	8 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 (Christopher Gaeddert) 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 500 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 8th 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.