

Eurocrossacademy Inc

Executive Director / CEO

EIN 862149671

MT · NTEE N70

FY ending 2025-01-31

June 9, 2026

This analysis benchmarks the total compensation of **Geoff Proctor, Executive Director / CEO** (\$30,000) against **every comparable organization** that fit the selection criteria — **51** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **69th** percentile of comparable organizations within the typical range

Benchmarked executive: Geoff Proctor — reported title "CHIEF DIRECTOR", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N70).
BUDGET	Total revenue between \$148,476 and \$332,409 — 0.67x to 1.50x the subject's \$221,606 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N70), nationwide + budget 0.67–1.5x revenue.

51 organizations qualified on sector, size, and geography → **51** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,335	\$7,132	\$18,757	\$32,891	\$47,627	\$30,000
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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 MT 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
American International Polo Foundation	FL	\$220,116	(To 1/27), Treas/pres (From 1/27)	\$2,535	\$2,335	2023
692 Beach Volleyball Club	CA	\$224,195	Director/officer	\$38,000	\$31,246	2024
Gainesville Area Rowing Inc	FL	\$218,043	Executive Dir.	\$34,338	\$29,925	2025
Empire Volleyball	ND	\$225,253	Director	\$7,041	\$7,168	2025
Usa Softball Of Central California	CA	\$225,563	Secretary	\$35,750	\$30,264	2023
Arkansas State Usbc	AR	\$217,288	Association Manager	\$4,266	\$4,566	2024
Long Beach Rowing Association	CA	\$226,871	Boathouse Manager	\$22,811	\$18,757	2024
Bam Swim Team	CO	\$228,314	Head Coach/m	\$5,871	\$5,360	2024
C T Barrel Racing Inc	TX	\$228,671	Director	\$2,525	\$2,405	2024
Southern Colorado Ice Hockey Referee Association	CO	\$230,137	Board Of Directors Treasurer	\$7,977	\$7,096	2025
North Carolina Organizing Committee	NC	\$210,160	Chairman	\$160,000	\$157,426	2024
Berks County Interscholastic Athletic	PA	\$207,743	Executive Director	\$8,000	\$7,821	2023
Wyoming State Usbc	WY	\$206,340	Association Manager	\$5,000	\$4,967	2025
North Shore Volleyball Club	OH	\$206,045	Director/tru	\$4,000	\$4,153	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Elizabethtown Volleyball Academy Inc	KY	\$238,019	Club Director	\$21,520	\$21,449	2025
Charleston West Virginia Sports Council Inc	WV	\$204,439	Director	\$18,633	\$19,211	2024
North Carolina State	NC	\$202,153	President	\$1,833	\$1,803	2024
Reno Tahoe Winter Games Coalition Inc	NV	\$201,869	Chief Executive Officer	\$47,677	\$45,507	2024
South Sound United Bowling Congress	WA	\$242,193	Association Manager	\$37,440	\$31,097	2025
Midwest Womens Tournament Inc	IN	\$245,684	Secretary	\$200	\$196	2025
Oregon Bicycle Racing Association	OR	\$246,507	Executive Director	\$40,000	\$35,372	2024
Niagara Swimming Inc	NY	\$247,056	Director, Competition And Sanctions Manager	\$8,631	\$7,426	2024
Ocean Breeze Park Alliance Inc	NY	\$247,737	Executive Di	\$18,000	\$15,946	2023
Idaho State Usbc Association Inc	ID	\$248,148	Association	\$5,498	\$5,426	2025
Texas Fencing Academy Inc	TX	\$248,471	President	\$50,000	\$47,627	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MT cost of living and 2025 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 MT 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	51 organizations. Compensation range \$196–\$323,270; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$221,606); for reference, expenses \$193,811 and assets \$81,297.
ROLE MATCH	Geoff Proctor, reported title "CHIEF DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	3 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	4 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	69 th
Total compensation (D + F), as reported (no adjustments)	67 th
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	63 rd

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 (Geoff Proctor) 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 51 similarly situated organizations (Same NTEE sector (N70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$30,000 is reasonable (approximately the 69th 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.