

# Maine Gearshare

Executive Director / CEO

EIN 872553485

ME · NTEE N30

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Josh Bossin, Executive Director / CEO** (\$75,000) against **every comparable organization** that fit the selection criteria — **39** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87<sup>th</sup>** percentile of comparable organizations within the typical range

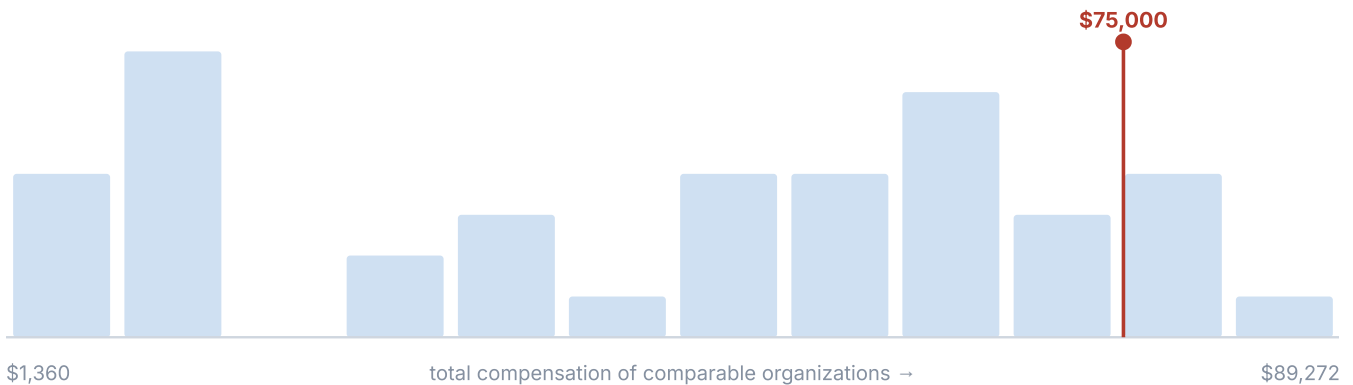
**Benchmarked executive:** Josh Bossin — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N30).
BUDGET	Total revenue between \$176,105 and \$394,266 — 0.67x to 1.50x the subject's \$262,844 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N30), nationwide + budget 0.67–1.5x revenue.

**39** organizations qualified on sector, size, and geography → **39** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,217	\$15,508	\$47,905	\$65,311	\$75,663	\$75,000
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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 ME 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="#">Sensory Beans Inc</a>	NY	\$266,157	President	\$51,800	<b>\$46,745</b>	2024
<a href="#">Northern Blair County Recreation</a>	PA	\$259,038	Board Member	\$5,768	<b>\$5,744</b>	2024
<a href="#">Orchard Hills Athletic Club</a>	MI	\$268,589	Manager	\$14,563	<b>\$15,011</b>	2024
<a href="#">Community Swim Club</a>	WA	\$255,736	President	\$3,725	<b>\$3,429</b>	2023
<a href="#">Northern Columbia Community And Cultural Center</a>	PA	\$253,387	Executive Director	\$27,728	<b>\$27,614</b>	2024
<a href="#">Frailty Myths</a>	CA	\$250,961	President	\$100,552	<b>\$89,272</b>	2023
<a href="#">Heroes Movement</a>	CA	\$278,910	President	\$65,000	<b>\$57,708</b>	2023
<a href="#">Iron Belle Trail Fund</a>	MI	\$281,814	Director	\$15,072	<b>\$15,536</b>	2024
<a href="#">Paradise Stronger Inc</a>	CA	\$242,895	Executive Dir.	\$53,254	<b>\$45,923</b>	2024
<a href="#">Mulligans Hollow Ski Bowl</a>	MI	\$237,968	Executive Dir.	\$30,000	<b>\$30,924</b>	2024
<a href="#">Carpinteria Skate Foundation</a>	CA	\$289,876	Executive Director	\$88,274	<b>\$78,371</b>	2023
<a href="#">Upstate Nevada Inc</a>	NV	\$235,553	President	\$2,162	<b>\$2,164</b>	2024
<a href="#">Mandan Parks And Recreation Foundation</a>	ND	\$235,459	Manager	\$33,095	<b>\$36,270</b>	2024
<a href="#">Piedmont Virginia Amateur Softball</a>	VA	\$291,127	Commissioner	\$15,013	<b>\$14,476</b>	2024
<a href="#">Cape Community Arena Group</a>	ME	\$293,067	Board Member	\$1,360	<b>\$1,360</b>	2024
<a href="#">Extra Mile Club Of The Lowcountry</a>	SC	\$232,063	Executive Director	\$12,000	<b>\$12,871</b>	2023
<a href="#">Milwaukie Community Center Foundati</a>	OR	\$227,900	Foundation D	\$59,913	<b>\$55,564</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Girls On The Run Central Virginia</a>	VA	\$305,047	Executive Director	\$28,216	<b>\$27,207</b>	2024
<a href="#">A Carousel For Missoula</a>	MT	\$305,508	Executive Di	\$56,632	<b>\$62,765</b>	2023
<a href="#">Fayette Area Lions Den Inc</a>	PA	\$309,971	Executive Director	\$45,311	<b>\$45,125</b>	2024
<a href="#">Teton Rock Gym Inc</a>	ID	\$314,684	Executive Di	\$62,140	<b>\$66,015</b>	2024
<a href="#">Liminal Health And Fitness Inc</a>	GA	\$209,854	Secretary &	\$67,360	<b>\$67,639</b>	2024
<a href="#">Bart J Ruggiere Adaptive</a>	VT	\$208,368	Executive Dir.	\$77,500	<b>\$77,901</b>	2024
<a href="#">Vow Inc</a>	TX	\$203,505	President	\$60,000	<b>\$61,708</b>	2023
<a href="#">Harris Park Midtown Sports &amp; Activities Center</a>	MO	\$197,973	Executive Director	\$71,750	<b>\$75,892</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 ME 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](http://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	39 organizations. Compensation range \$1,360–\$89,272; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$262,844); for reference, expenses \$215,131 and assets \$90,911.
ROLE MATCH	Josh Bossin, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	2 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	87 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	90 <sup>th</sup>
Reportable pay only (column D), adjusted	87 <sup>th</sup>
All sources (D + E + F), adjusted	82 <sup>nd</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 (Josh Bossin) 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 39 similarly situated organizations (Same NTEE sector (N30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$75,000 is reasonable (approximately the 87<sup>th</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.