

Booger Fund

Executive Director / CEO

EIN 873235740
 WA · NTEE N70
 FY ending 2023-12-31
June 10, 2026

This analysis benchmarks the total compensation of **Steve Westover, Executive Director / CEO** (\$100,000) against **every comparable organization** that fit the selection criteria — **73** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 81st percentile of comparable organizations

within the typical range

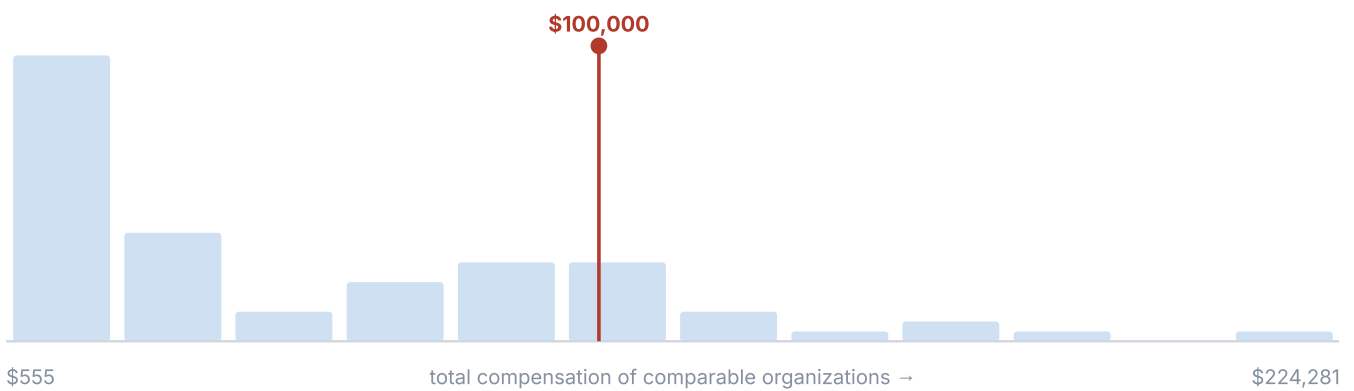
Benchmarked executive: Steve Westover — reported title “Executive Director”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N70).
BUDGET	Total revenue between \$321,426 and \$719,611 — 0.67x to 1.50x the subject's \$479,741 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N70), nationwide + budget 0.67–1.5x revenue.

73 organizations qualified on sector, size, and geography → **73** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,782	\$11,242	\$30,747	\$90,833	\$117,827	\$100,000
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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 WA 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
United States Bowling Congress Inc	MO	\$482,219	President	\$1,647	\$1,893	2024
Grass Hoppers Sports Inc	WI	\$474,250	President	\$20,000	\$23,330	2023
Aevolo Cycling Inc	NY	\$485,349	Team Manager	\$65,000	\$73,762	2021
Chicagoland Usbc Association	IL	\$490,587	Association Mgr	\$63,672	\$67,911	2024
Heartland Collegiate Athletic Conference	IN	\$491,206	Commissioner	\$122,587	\$144,392	2023
Southern California Intercollegiate	CA	\$491,864	Executive Director	\$123,768	\$119,371	2023
Tahoe Junior Freeride Series	CA	\$495,865	Executive Dir.	\$66,985	\$64,605	2023
Ohio Regional Training Center	OH	\$502,522	Executive Di	\$138,436	\$163,771	2023
New York State Usbc Inc	NY	\$506,470	President	\$6,500	\$6,373	2024
Indiana State Usbc Association Inc	MI	\$446,266	President	\$1,899	\$2,072	2025
Michigan Sports Alliance	MI	\$441,332	Executive Director	\$4,835	\$5,574	2023
Center For Movement Challenges Inc	GA	\$439,166	Secretary	\$40,000	\$43,633	2024
Usa Swimming Inc	GA	\$435,384	Former Key Employee	\$27,500	\$29,998	2024
The Greater Los Angeles Softball	CA	\$433,216	Treasurer	\$592	\$555	2024
Mat-su Baseball Inc	AK	\$431,016	General Manager	\$117,109	\$121,466	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Nebraska Usbc Association	NE	\$430,190	Women's Tour	\$17,000	\$19,836	2024
New York Track & Field Inc	NY	\$429,762	First Vice President	\$1,942	\$1,904	2024
Metro Area Tournament Committee	ND	\$530,654	Secretary/treasurer	\$9,755	\$11,315	2025
Georgia State Usbc Ba	GA	\$427,103	Association Manager	\$10,000	\$10,908	2024
Weva Inc	NY	\$424,820	President	\$18,559	\$17,725	2025
Treasure Island Sailing Center	CA	\$538,128	Executive Dir.	\$102,192	\$95,734	2024
Skyline Conference Inc	NY	\$417,479	Retired Commissioner	\$89,997	\$90,833	2023
California Usbc Association	CA	\$417,199	Assn Mgr	\$15,833	\$14,833	2024
Next Revolution Volleyball Corp	VA	\$544,661	President/co Director	\$17,923	\$18,775	2024
Team Ashburn Synchronized Skating Inc	VA	\$414,449	President	\$9,000	\$9,428	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WA cost of living and 2023 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 WA 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 73 organizations. Compensation range \$555–\$224,281; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$479,741); for reference, expenses \$464,537 and assets \$164,452.

ROLE MATCH	Steve Westover, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	7 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	1 peer 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	81 st
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	85 th
All sources (D + E + F), adjusted	77 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 (Steve Westover) 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 10, 2026, comparing compensation against 73 similarly situated organizations (Same NTEE sector (N70), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$100,000 is reasonable (approximately the 81st 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 10, 2026.