

Learnin The Ropes

Executive Director / CEO

EIN 873493386

LA · NTEE N99

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Nicholas D Woodard, Executive Director / CEO** (\$112,000) against **every comparable organization** that fit the selection criteria — **69** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **97th** percentile of comparable organizations above the 90th percentile — board review recommended

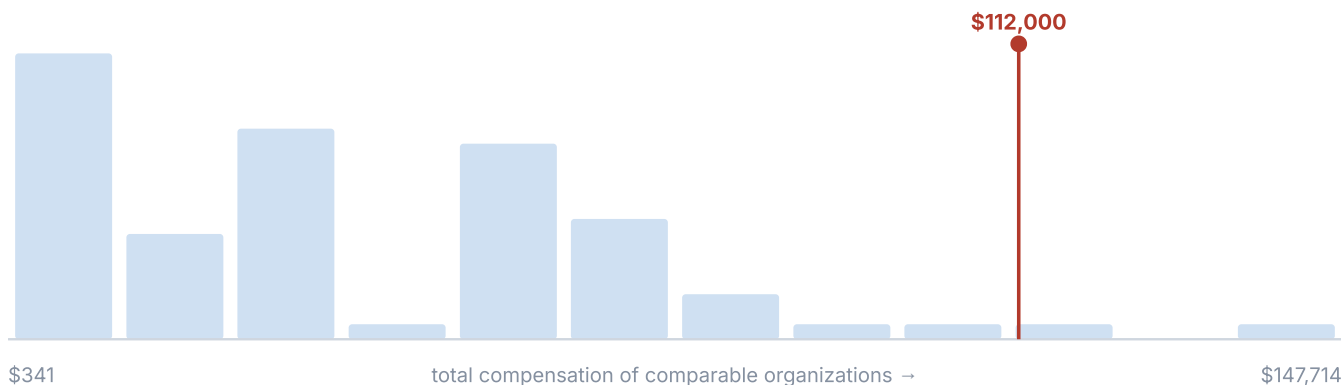
Benchmarked executive: Nicholas D Woodard — reported title “President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N99).
BUDGET	Total revenue between \$225,442 and \$504,721 — 0.67x to 1.50x the subject's \$336,481 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N99), nationwide + budget 0.67–1.5x revenue.

69 organizations qualified on sector, size, and geography → **69** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,082	\$9,678	\$33,002	\$59,895	\$73,993	\$112,000
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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 LA 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
Club Cherokee Inc	MN	\$331,459	Board Member	\$7,200	\$6,275	2024
Supporters Of Olympia Community Sailing	WA	\$342,129	Executive Director	\$70,392	\$55,592	2024
Bike Instructor Certification Program	WA	\$325,909	Secretary	\$8,725	\$7,094	2023
Ball-out Academy Inc	CA	\$322,717	Founder And Chief Executive Officer	\$30,243	\$23,036	2024
Dreamland Boxing	CA	\$322,684	President	\$22,154	\$16,874	2024
Student Athlete Community Service Network	FL	\$321,974	Secretary Director	\$9,350	\$7,977	2023
East Side Riders Bike Club	CA	\$351,579	President/chair	\$33,876	\$25,803	2024
Quality Sports Authority Inc	LA	\$319,266	President	\$36,000	\$34,967	2024
Lake County Lightning	IL	\$355,598	Director Of Operations	\$33,000	\$28,618	2024
Union Cultural Center	WA	\$355,661	Artistic Director	\$68,177	\$53,843	2024
Amateur Athletic Union Of The Club South Volleybal	TX	\$360,732	President	\$39,801	\$35,119	2024
Fit Houston Inc	TX	\$364,566	President, Exec. Dir.	\$104,500	\$92,208	2024
Oregon Sports Action Inc	OR	\$365,992	President	\$66,000	\$54,065	2024
Top Shelf Elite Combat Series	TX	\$305,244	President	\$9,026	\$7,964	2024
Bike Durham	NC	\$298,794	Executive Director	\$66,125	\$60,269	2024
Girls Leading Girls	CA	\$376,064	Executive Director	\$78,970	\$61,928	2023
Completely Pristine	TN	\$376,080	Director	\$35,546	\$32,958	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Parkinsons Dynamics	AL	\$296,799	President	\$54,995	\$52,408	2024
Baseball Beyond Borders	WA	\$295,436	President	\$7,500	\$5,923	2024
Fencing For All Foundation Inc	NY	\$293,601	Trustee	\$180,000	\$147,714	2023
Montgomery County Family Justice	MD	\$292,758	Ceo	\$70,000	\$59,433	2023
The New Way Circus Center Inc	NY	\$380,251	Executive Director	\$146,900	\$120,551	2023
Ausable Valley Snow Groomers Inc	MI	\$292,515	President	\$1,500	\$1,330	2025
Inclusive Sports And Fitness Inc	NY	\$381,526	Coo	\$50,000	\$39,855	2024
Mounds View Volleyball Club	MN	\$289,650	Director/tre	\$34,805	\$29,554	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to LA 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 LA 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	69 organizations. Compensation range \$341–\$147,714; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$336,481); for reference, expenses \$351,155 and assets \$24,948.
ROLE MATCH	Nicholas D Woodard, reported title <i>"President"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
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	97 th
Total compensation (D + F), as reported (no adjustments)	96 th
Reportable pay only (column D), adjusted	97 th
All sources (D + E + F), adjusted	97 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 (Nicholas D Woodard) 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 69 similarly situated organizations (Same NTEE sector (N99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$112,000 is reasonable (approximately the 97th 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.