

# Eagle Aquatics Inc

Executive Director / CEO

EIN 900333384

TX · NTEE N67

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **David Pink, Executive Director / CEO** (\$40,500) against **every comparable organization** that fit the selection criteria — **96** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **23<sup>rd</sup>** percentile of comparable organizations below the typical range for comparable organizations

**Benchmarked executive:** David Pink — 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 (N67).

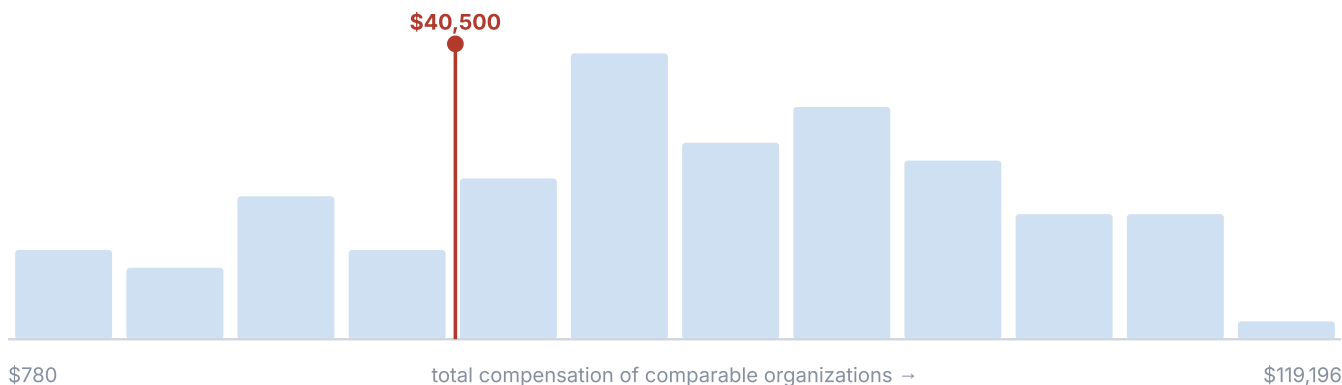
**BUDGET** Total revenue between \$328,078 and \$734,505 — 0.67x to 1.50x the subject's \$489,670 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (N67), nationwide + budget 0.67–1.5x revenue.

**96** organizations qualified on sector, size, and geography

→ **96** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$22,844	\$42,259	\$60,978	\$80,264	\$97,999	\$40,500
----------	----------	----------	----------	----------	----------



## ■ 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 TX 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="#">North Suburban Instructional Aquatics I</a>	MN	\$483,175	Director/head Coach	\$78,683	<b>\$75,494</b>	2024
<a href="#">Rivers Of Recovery</a>	MN	\$481,005	Executive Director	\$103,142	<b>\$98,961</b>	2024
<a href="#">Northern Kentucky Clippers Swimming Inc</a>	KY	\$503,190	Head Coach	\$78,750	<b>\$80,036</b>	2025
<a href="#">Pacifica Sea Lions Aquatic Club Inc</a>	CA	\$474,920	Head Coach	\$98,471	<b>\$82,565</b>	2024
<a href="#">Santa Maria Swim Club Inc</a>	CA	\$505,532	Headcoach/mgr	\$68,675	<b>\$59,283</b>	2023
<a href="#">Minneapolis Rowing Club</a>	MN	\$473,598	Club Administrator	\$44,793	<b>\$44,247</b>	2023
<a href="#">Rocket Aquatics Inc</a>	WI	\$506,357	Head Coach/board Member	\$117,540	<b>\$119,196</b>	2024
<a href="#">American Volkssport Associationinc</a>	TX	\$472,967	Ceo/presiden	\$106,513	<b>\$103,457</b>	2024
<a href="#">Kc Swim Academy And Infant Aquatics</a>	MO	\$471,968	President	\$34,000	<b>\$36,000</b>	2023
<a href="#">Greensboro Swimming Association Inc</a>	NC	\$471,477	Head Coach	\$103,234	<b>\$103,575</b>	2024
<a href="#">Peoria Area Water Wizards Inc</a>	IL	\$508,031	Head Coach	\$62,000	<b>\$59,186</b>	2024
<a href="#">Gig Harbor Junior Sailing</a>	WA	\$470,312	Sailing Director (Non-voting)	\$59,518	<b>\$51,742</b>	2024
<a href="#">Hp Aquatics Club</a>	IL	\$467,529	Head Of Operations	\$68,922	<b>\$67,737</b>	2023
<a href="#">Elmbrook Swim Club Ltd</a>	WI	\$464,905	Head Coach	\$95,843	<b>\$97,193</b>	2024
<a href="#">Munster Swim Club Inc</a>	IN	\$464,663	Head Coach	\$84,532	<b>\$84,328</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Utah Valley Aquatics Inc</a>	UT	\$514,929	Treasurer	\$17,112	<b>\$17,006</b>	2024
<a href="#">Canal Dock Boathouse Incorporated</a>	CT	\$515,863	Executive Director	\$76,173	<b>\$71,398</b>	2023
<a href="#">Lincoln Park Boat Club</a>	IL	\$516,466	Executive Dir.	\$106,873	<b>\$102,023</b>	2024
<a href="#">Baltimore Operation Sail Ltd</a>	MD	\$517,333	Executive Dir.	\$84,811	<b>\$76,992</b>	2024
<a href="#">St Augustine Yacht Club Sailin</a>	FL	\$461,523	Manager	\$82,600	<b>\$75,346</b>	2024
<a href="#">Back Bay Aquatics Foundation</a>	CA	\$460,320	President	\$50,484	<b>\$42,329</b>	2024
<a href="#">Buffalo City Swim Racers Inc</a>	NY	\$520,192	Executive Dir.	\$25,000	<b>\$22,584</b>	2023
<a href="#">Mundelein Mustang Swim Club</a>	IL	\$458,367	Chief Executive Officer	\$74,704	<b>\$69,475</b>	2025
<a href="#">Southern California Aquatic Masters Swimming Club</a>	CA	\$526,685	President	\$42,933	<b>\$37,061</b>	2023
<a href="#">Thunder Inc</a>	TN	\$451,570	Director/coach	\$80,000	<b>\$81,653</b>	2024

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

## ● Sample, role match & sensitivity

PEER COUNT	96 organizations. Compensation range \$780–\$119,196; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$489,670); for reference, expenses \$516,765 and assets \$83,885.
ROLE MATCH	David Pink, reported title " <i>President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.

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

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	23 <sup>rd</sup>
Total compensation (D + F), as reported (no adjustments)	20 <sup>th</sup>
Reportable pay only (column D), adjusted	24 <sup>th</sup>
All sources (D + E + F), adjusted	23 <sup>rd</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 (David Pink) 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 96 similarly situated organizations (Same NTEE sector (N67), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,500 is reasonable (approximately the 23<sup>rd</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.