

San Francisco Bay Area Sports Organizing Committee

Executive Director / CEO

EIN 943052945
 CA · NTEE N70
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Anne Warner Cribbs, Executive Director / CEO** (\$42,000) against **every comparable organization** that fit the selection criteria — **72** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **75th** percentile of comparable organizations within the typical range

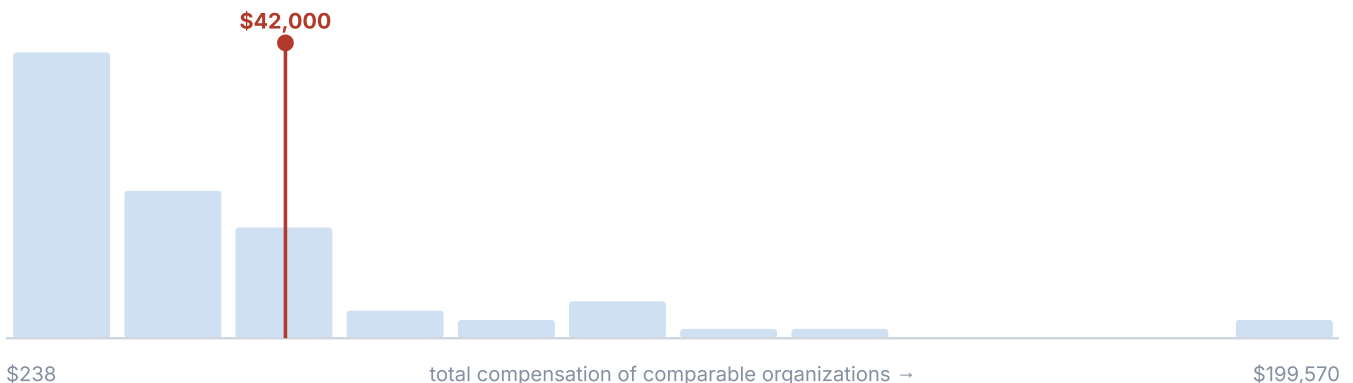
Benchmarked executive: Anne Warner Cribbs — reported title “CEO and President”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N70).
BUDGET	Total revenue between \$206,701 and \$462,765 — 0.67x to 1.50x the subject's \$308,510 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N70), nationwide + budget 0.67–1.5x revenue.

72 organizations qualified on sector, size, and geography → **72** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,848 10TH	\$9,190 25TH	\$19,309 MEDIAN	\$39,046 75TH	\$86,943 90TH	\$42,000 THIS ORG · 75TH
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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 CA 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
Time To Shine United Inc	FL	\$302,913	Executive Director	\$12,000	\$13,440	2023
Quadball Inc	NY	\$299,818	Chief Executive Officer	\$23,904	\$24,370	2025
The Iowa State Pool Players	IA	\$317,485	President	\$750	\$927	2025
Los Angeles Organization Of Ultimate	CA	\$296,168	Vice President (Until 11/30/23)	\$15,178	\$15,626	2023
Real Racine Sports And Events	WI	\$322,497	Executive Dir.	\$9,701	\$12,080	2023
Boulder Valley Lacrosse Association	CO	\$325,400	Executive Director	\$84,206	\$93,507	2024
Skating Club Of Jackson Hole	WY	\$289,962	Program Coordinator	\$33,040	\$42,183	2023
United States Bowling Congress Inc	HI	\$285,520	Association Manager	\$10,500	\$10,887	2024
Coastal Volleyball Academy Inc	FL	\$283,912	Officer/director	\$10,243	\$11,144	2024
Tohkon Judo Academy Inc	IL	\$280,833	President	\$50,000	\$56,926	2024
United States Bowling Congress Inc	MT	\$340,076	Association Manager	\$12,000	\$14,594	2025
South Shore Womens Hockey League	MA	\$276,882	President	\$250	\$254	2025
Bismarck Marathon	ND	\$276,007	Managing Member	\$69,283	\$88,050	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
United States Bowling Congress Inc	ND	\$274,063	Association Manager	\$19,820	\$24,539	2025
Central Alabama Sports Commission Inc	AL	\$343,245	Executive Director	\$58,500	\$73,190	2024
Woodside Vaulters Inc	CA	\$343,731	Director	\$46,443	\$46,443	2024
Central States Winter Tournament	MO	\$269,844	President/director	\$15,000	\$18,942	2023
United States Bowling Congress Inc	WI	\$351,348	Association Manager	\$48,962	\$57,691	2025
North Dakota Rodeo Association	SD	\$265,078	Executive Secretary	\$13,200	\$17,369	2023
Mdfc Legends United	TX	\$261,958	President	\$15,264	\$17,682	2024
Usa Wrestling Of Nd	ND	\$260,959	Sec/tresasure	\$2,000	\$2,542	2024
Hawaii Surfing Association	HI	\$258,158	President & Director	\$26,003	\$27,757	2023
Amateur Athletic Union Of The United States Inc	CA	\$359,660	Executive Director	\$12,000	\$12,000	2024
Casper Boxing Club	WY	\$253,546	Executive Director	\$36,923	\$45,788	2024
National College Players Association	CA	\$249,674	Secretary, Treasurer, Executive Director	\$74,769	\$76,977	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	72 organizations. Compensation range \$238–\$199,570; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$308,510); for reference, expenses \$137,842 and assets \$6,497. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Anne Warner Cribbs, reported title " <i>CEO and President</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	8 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	75 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	75 th
All sources (D + E + F), adjusted	68 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 (Anne Warner Cribbs) 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 72 similarly situated organizations (Same NTEE sector (N70), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$42,000 is reasonable (approximately the 75th 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.