

# Wawenock Golf Club

Executive Director / CEO

EIN 010369722  
 ME · NTEE N51Z  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Rick Hagen, Executive Director / CEO** (\$39,024) against **every comparable organization** that fit the selection criteria — **1340** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **46<sup>th</sup>** percentile of comparable organizations within the typical range

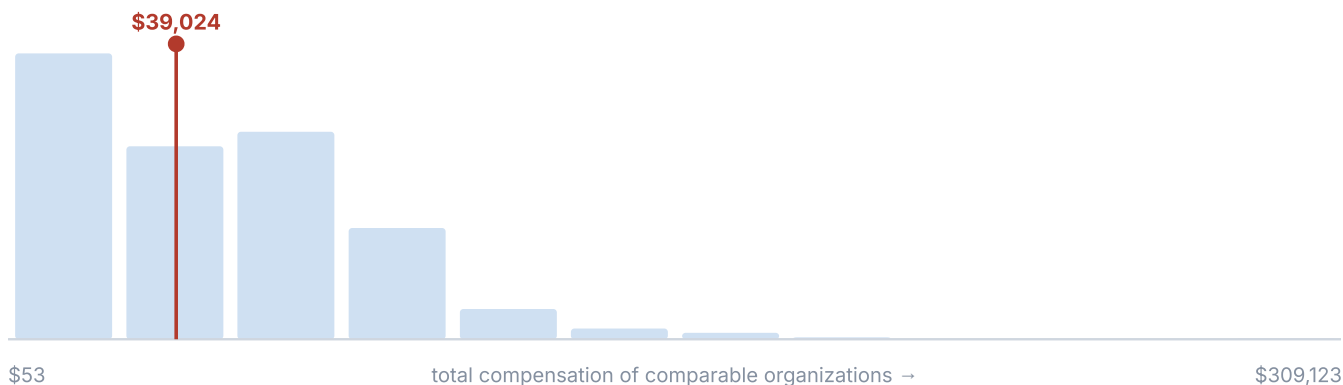
**Benchmarked executive:** Rick Hagen — reported title "TRUSTEE", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N51Z).
BUDGET	Total revenue between \$290,292 and \$649,908 — 0.67x to 1.50x the subject's \$433,272 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

**1,340** organizations qualified on sector, size, and geography → **1,340** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$4,686	\$15,697	\$43,960	\$70,414	\$91,786	\$39,024
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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="#">The Greater Los Angeles Softball</a>	CA	\$433,216	Treasurer	\$592	<b>\$496</b>	2024
<a href="#">Central Florida Hunter Jumper Assoc</a>	FL	\$433,118	Show Secreta	\$26,575	<b>\$24,217</b>	2024
<a href="#">America Fc Inc</a>	MA	\$433,575	President	\$37,735	<b>\$32,892</b>	2024
<a href="#">Inter-united Soccer Club Corporation</a>	FL	\$433,580	President	\$6,250	<b>\$5,696</b>	2024
<a href="#">Southwest Soccer Club</a>	CA	\$432,946	Ceo	\$70,000	<b>\$62,839</b>	2022
<a href="#">Sioux Falls Sports Authority</a>	SD	\$433,742	Executive Director	\$29,319	<b>\$32,314</b>	2023
<a href="#">Jet Volleyball Club</a>	TX	\$433,950	Executive Director	\$19,896	<b>\$19,305</b>	2024
<a href="#">Hingham High School Rowing Assoc</a>	MA	\$433,996	Program Director	\$30,175	<b>\$26,302</b>	2024
<a href="#">Le Club Alpin De Raquetteurs Inc</a>	NH	\$432,349	President	\$4,800	<b>\$4,426</b>	2023
<a href="#">East Springfield Community Center</a>	IL	\$434,283	President	\$53,000	<b>\$52,035</b>	2023
<a href="#">Ahahui Koa Anuenue</a>	HI	\$434,425	President	\$66,299	<b>\$59,278</b>	2023
<a href="#">Women Of Oz Nwa</a>	AR	\$434,474	Executive Di	\$50,650	<b>\$56,857</b>	2023
<a href="#">Norcalathletics</a>	CA	\$432,060	President	\$8,741	<b>\$7,321</b>	2024
<a href="#">Yale Polo And Equestrian Center Inc</a>	CT	\$431,977	Trustee	\$4,800	<b>\$4,495</b>	2023
<a href="#">Michigan Competing Band Association</a>	MI	\$431,921	Executive Di	\$46,664	<b>\$45,516</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">St Petersburg Shuffleboard Club Inc</a>	FL	\$431,767	Executive Director	\$67,089	<b>\$62,941</b>	2023
<a href="#">Loon Ski Club Inc</a>	NH	\$431,612	Program Dire	\$93,000	<b>\$83,298</b>	2024
<a href="#">Norge Ski Club</a>	IL	\$431,543	President	\$76,000	<b>\$72,476</b>	2024
<a href="#">Story School</a>	MA	\$431,416	Executive Director	\$46,153	<b>\$41,418</b>	2023
<a href="#">Broken Arrow Boys Baseball Program</a>	OK	\$435,139	President	\$9,050	<b>\$9,666</b>	2024
<a href="#">Conroe Area Youth Baseball Inc</a>	TX	\$435,205	Secretary	\$25,304	<b>\$24,553</b>	2024
<a href="#">Top Flight Elite</a>	CA	\$435,214	Ceo	\$33,000	<b>\$27,641</b>	2024
<a href="#">Mcfarland Soccer Club Inc</a>	WI	\$431,250	Field Coordinator	\$6,185	<b>\$6,266</b>	2024
<a href="#">Live Red Foundation</a>	VA	\$431,244	Executive Director	\$58,846	<b>\$55,115</b>	2024
<a href="#">Tennessee Jaycee Foundation Inc</a>	TN	\$431,219	Vp	\$10,869	<b>\$11,082</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 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 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

**PEER COUNT** 1340 organizations. Compensation range \$53–\$309,123; filing years 2021–2025.

**SIZE BASIS** Matched on total revenue (\$433,272); for reference, expenses \$452,388 and assets \$755,916.

ROLE MATCH	Rick Hagen, reported title "TRUSTEE", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
RELATED-ORG PAY	36 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	17 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	46 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	43 <sup>rd</sup>
Reportable pay only (column D), adjusted	46 <sup>th</sup>
All sources (D + E + F), adjusted	44 <sup>th</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 (Rick Hagen) 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 1340 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$39,024 is reasonable (approximately the 46<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.