

Eastern Trail Alliance

Executive Director / CEO

EIN 010523949
 ME · NTEE N113
 FY ending 2024-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Chelsey Berlin, Executive Director / CEO** (\$57,630) against **every comparable organization** that fit the selection criteria — **926** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **83rd** percentile of comparable organizations within the typical range

Benchmarked executive: Chelsey Berlin — 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 (N113).
BUDGET	Total revenue between \$135,260 and \$302,823 — 0.67x to 1.50x the subject's \$201,882 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

926 organizations qualified on sector, size, and geography → **926** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,469	\$8,138	\$21,148	\$47,640	\$68,312	\$57,630
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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
Reno Tahoe Winter Games Coalition Inc	NV	\$201,869	Chief Executive Officer	\$47,677	\$47,726	2024
Waxahachie Youth Athletic Association	TX	\$201,932	Basketball President	\$945	\$972	2023
Baird Fund Corporation	OH	\$201,997	Chief Executive Officer	\$61,742	\$65,307	2024
Columbus Crusaders Youth Sports Inc	OH	\$201,625	Executive Director	\$16,975	\$18,485	2023
North Carolina State	NC	\$202,153	President	\$1,833	\$1,891	2024
North Aquatics Club Inc	IL	\$201,540	President	\$1,270	\$1,214	2025
South-west Conference Inc	CT	\$202,427	Commissioner	\$15,000	\$13,683	2025
Pacesetter Soccer Club South	OH	\$201,227	Administrato	\$10,000	\$10,889	2023
Aspen Junior Golf Foundation Inc	CO	\$202,585	Executive Dir	\$53,442	\$51,176	2024
Adaptive Action Sports Inc	CO	\$201,082	Executive Director	\$22,296	\$21,982	2023
Asheville-biltmore Volleyball Academy And Youth Athletic Associa	NC	\$202,788	President/exec Dir	\$26,069	\$26,900	2024
Noreasters Soccer Academy Inc	NJ	\$202,902	Academy Director	\$6,500	\$5,646	2025
Alexandria Area Soccer Association	MN	\$200,816	President	\$725	\$697	2025
Lower Burrell Legion Post #868 - Home Assoc	PA	\$203,033	Treasurer	\$6,481	\$6,645	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Ing's Goe Foundation	CA	\$203,092	Secretary	\$17,500	\$15,091	2024
Twin County Soccer Association Inc	NJ	\$203,266	Vice Pres	\$2,238	\$2,054	2023
Friends Of The Fort Collins Bicycle Program Inc	CO	\$200,330	Executive Director Until 91	\$65,393	\$64,470	2023
Blue Devil Swim Club	IL	\$203,435	Director And Head Coach	\$38,107	\$37,413	2024
Vow Inc	TX	\$203,505	President	\$60,000	\$61,708	2023
American Safe Climbing Association	CO	\$200,225	Treasurer And Executive Director	\$52,000	\$51,266	2023
Community Center Of Hope	WI	\$203,723	Executive Di	\$29,897	\$32,102	2023
Challis Golf And Recreation Association	ID	\$200,019	Clubhouse Mgr	\$15,879	\$16,869	2024
Paul Klover Soccer Assn Inc	MO	\$199,947	Pres/exec Di	\$9,300	\$10,128	2023
Clarksburg Baseball & Softball Inc	MD	\$199,636	Vice President	\$8,000	\$7,469	2024
Brainerd Blue Line Boosters	MN	\$199,593	Chair Member	\$20,000	\$20,319	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ME 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 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.

■ Sample, role match & sensitivity

PEER COUNT **926** organizations. Compensation range \$1–\$339,029; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$201,882); for reference, expenses \$167,965 and assets \$557,901.
ROLE MATCH	Chelsey Berlin, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	27 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	12 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	83 rd
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	83 rd
All sources (D + E + F), adjusted	80 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 (Chelsey Berlin) 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 926 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$57,630 is reasonable (approximately the 83rd 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.