

Massachusetts Recreation And Park Associ

Executive Director / CEO

EIN 042644992

MA · NTEE S41

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Katie Dupont, Executive Director / CEO** (\$70,270) against **every comparable organization** that fit the selection criteria — **525** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

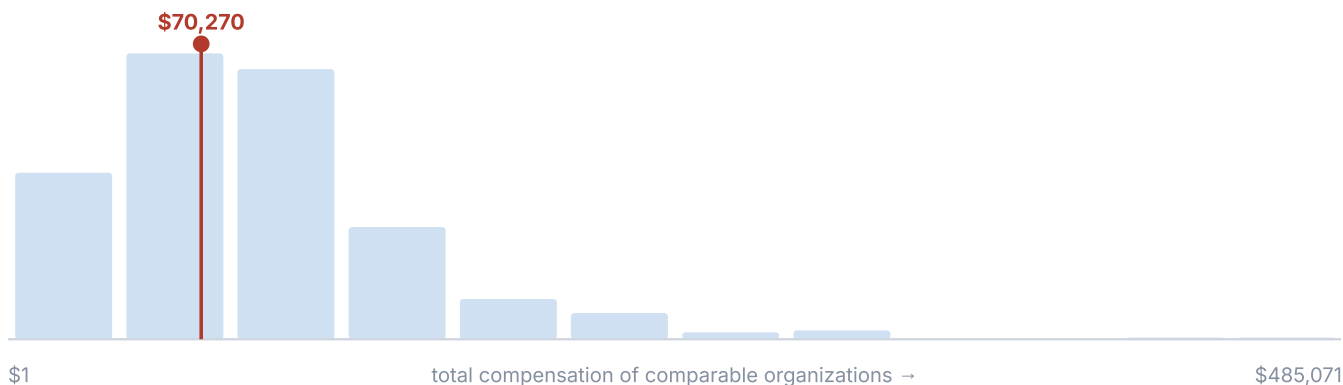
Benchmarked executive: Katie Dupont — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (S41).
BUDGET	Total revenue between \$181,784 and \$406,980 — 0.67x to 1.50x the subject's \$271,320 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (S41), nationwide + budget 0.67–1.5x revenue.

525 organizations qualified on sector, size, and geography → **525** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$19,720	\$51,245	\$82,021	\$114,867	\$158,900	\$70,270
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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 MA 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
Florida Association For Pupil	FL	\$271,344	Exec Dir	\$18,326	\$19,665	2024
Main Street Business Improvement	CA	\$271,407	Exdir/secty/trs	\$69,088	\$68,145	2024
Latino Hotel Association	NM	\$272,041	President And Ceo	\$7,600	\$9,337	2024
Handle District Corporation	CA	\$270,499	Executive Dir.	\$71,444	\$72,550	2023
Interstate 70 Mountain Corridor	CO	\$270,375	Director	\$88,480	\$96,912	2024
Cactus & Pine Golf Course Superintendents Association	AZ	\$272,346	Executive Director	\$80,810	\$88,773	2024
Society Of Publication Designers Inc	NY	\$272,523	Executive Director	\$100,000	\$103,218	2024
Franklin County Home Builders	NC	\$272,652	Executive Di	\$2,115	\$2,570	2023
Oklahoma Business Ethics Consortium	OK	\$272,670	Executive Director	\$79,020	\$99,391	2024
Sunnyvale Downtown Association	CA	\$272,720	Executive Director	\$110,000	\$111,703	2023
Theatre Owners Of Mid-america	TX	\$269,538	Executive Director	\$52,684	\$61,976	2023
Truckers Service Association	TX	\$273,129	President	\$1,500	\$1,714	2024
International Association For Colon	AZ	\$269,488	Executive Dir.	\$48,000	\$52,730	2024
The Medical Staff Of The Riverside	CA	\$273,358	President	\$36,000	\$35,509	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Charlottesville Business Innovation	VA	\$274,073	Executive Director	\$76,667	\$84,556	2024
Sheet Metal Contractors Assoc Of Central And Southern Nj	NJ	\$268,411	Chapter Executive	\$41,207	\$43,267	2023
Prosser Chamber Of Commerce	WA	\$274,312	Executive Dir.	\$41,181	\$42,115	2024
International Credit Union Regulators Network Inc	WI	\$274,351	Executive Director	\$123,006	\$151,073	2023
Quad Cities Foundation For Fair	IL	\$274,541	Manager	\$129,654	\$145,598	2024
Taunton Area Chamber Of Commerce Inc	MA	\$267,600	President	\$71,695	\$73,592	2024
Adsc - West Coast Chapter	OR	\$267,569	Administrator	\$44,400	\$47,099	2024
Professional Travel Agents Of North	VA	\$275,101	Treasurer	\$4,200	\$4,632	2024
Pueblo West Chamber Of Commerce	CO	\$275,151	Executive Director	\$27,738	\$31,279	2023
Athens Farmers Market	OH	\$267,020	Manager	\$12,000	\$14,519	2024
Bulgaria Innovation Hub Inc	CA	\$267,003	Executive Director	\$151,350	\$153,693	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MA cost of living and 2025 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 MA 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 **525** organizations. Compensation range \$1–\$485,071; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$271,320); for reference, expenses \$259,134 and assets \$103,613.
ROLE MATCH	Katie Dupont, reported title "EXECUTIVE DIRECTOR", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	26 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	24 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	40 th
Total compensation (D + F), as reported (no adjustments)	49 th
Reportable pay only (column D), adjusted	41 st
All sources (D + E + F), adjusted	36 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 (Katie Dupont) 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 525 similarly situated organizations (Same NTEE sector (S41), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$70,270 is reasonable (approximately the 40th 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.