

# Cuyuna Range Youth Center Inc

Executive Director / CEO

EIN 061778801

MN · NTEE O20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Thomas Bedard, Executive Director / CEO** (\$6,850) against **every comparable organization** that fit the selection criteria — **46** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

**Compensation sits at approximately the 7<sup>th</sup> percentile of comparable organizations**

below the typical range for comparable organizations

**Benchmarked executive:** Thomas Bedard — reported title "Accountant", 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 (O20).

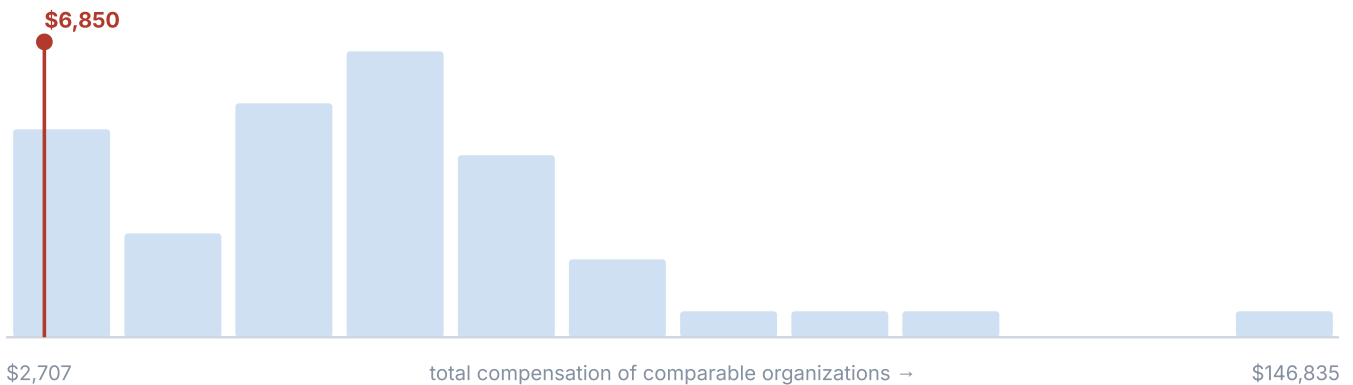
**BUDGET** Total revenue between \$108,921 and \$243,853 — 0.67x to 1.50x the subject's \$162,569 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O20), nationwide + budget 0.67–1.5x revenue.

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

→ **46** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,797

\$26,276

\$41,787

\$53,321

\$68,733

\$6,850



## ■ 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 MN 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="#">Forest Avenue Outreach</a>	IA	\$164,410	Executive Director	\$71,435	<b>\$79,158</b>	2024
<a href="#">Rock Of Christ Youth</a>	LA	\$164,970	Secretary/tr	\$30,000	<b>\$33,431</b>	2024
<a href="#">Denver Police Activities League</a>	CO	\$165,009	Executive Di	\$151,312	<b>\$146,835</b>	2024
<a href="#">Going The Distance Adventure</a>	FL	\$156,311	Ceo/trustee	\$51,000	<b>\$48,487</b>	2024
<a href="#">Fern Creek Babe Ruth League Inc</a>	KY	\$156,090	President & Board Member	\$2,490	<b>\$2,707</b>	2024
<a href="#">Police Activities League Of Bridgeport Inc</a>	CT	\$169,809	Executive Director	\$46,960	<b>\$45,876</b>	2023
<a href="#">Operation Unite New York Inc</a>	NY	\$174,409	Executive Director	\$60,000	<b>\$53,455</b>	2025
<a href="#">Battleground Skate House Youth Cent</a>	MI	\$174,629	Executive Director	\$30,793	<b>\$33,117</b>	2023
<a href="#">Vallejo Police Activities League Inc</a>	CA	\$149,303	Executive Director	\$9,600	<b>\$8,389</b>	2024
<a href="#">Brown Girls Code</a>	GA	\$149,010	Founder & Ceo	\$65,000	<b>\$68,096</b>	2023
<a href="#">Elevate St Louis</a>	MO	\$148,546	Ex Officio	\$92,717	<b>\$102,319</b>	2023
<a href="#">Sigma Delta Pi</a>	SC	\$148,133	Executive Di	\$7,792	<b>\$8,227</b>	2024
<a href="#">Be A Mentor Inc</a>	SC	\$181,862	Executive Di	\$44,340	<b>\$48,197</b>	2023
<a href="#">Hbcus Outside Incorporated</a>	NC	\$182,982	Executive Director	\$40,000	<b>\$41,828</b>	2024
<a href="#">Tw Quarter Circle Ranch Ministries</a>	SC	\$184,057	Ministry Dir	\$28,800	<b>\$31,305</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Boys And Girls Club Of Malvern &amp; Hot Spring County Inc</a>	AR	\$185,721	Executive Director	\$45,184	<b>\$52,919</b>	2023
<a href="#">Community Learning Academy</a>	NY	\$189,578	Executive Dir.	\$14,300	<b>\$13,463</b>	2023
<a href="#">Fannin Community Foundation Inc</a>	TX	\$191,097	Director-staff	\$37,692	<b>\$38,157</b>	2024
<a href="#">Eleanor Johnson Youth Center Inc</a>	FL	\$129,459	Director	\$37,949	<b>\$36,079</b>	2024
<a href="#">The Child And Family Foundation Inc</a>	MD	\$128,051	Executive Director	\$58,077	<b>\$54,950</b>	2024
<a href="#">Hana Youth Center</a>	HI	\$199,970	Exec Dir	\$52,154	<b>\$48,651</b>	2023
<a href="#">Living Hope Ministries</a>	MN	\$123,632	Exec Dir/pre	\$30,325	<b>\$31,221</b>	2023
<a href="#">U-turn Ministries Of Goshen Inc</a>	IN	\$123,233	Executive Director	\$16,800	<b>\$17,930</b>	2024
<a href="#">The Lovelife Foundation</a>	CA	\$202,869	Director/chairman	\$21,276	<b>\$19,142</b>	2023
<a href="#">The Kid's Ranch Inc</a>	WI	\$203,492	Executive Director Thru March	\$23,862	<b>\$25,966</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 MN 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 **46** organizations. Compensation range \$2,707–\$146,835; filing years 2022–2025.

SIZE BASIS	Matched on total revenue (\$162,569); for reference, expenses \$172,252 and assets \$474,509.
ROLE MATCH	Thomas Bedard, reported title " <i>Accountant</i> ", 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	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	2 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	7 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	7 <sup>th</sup>
Reportable pay only (column D), adjusted	9 <sup>th</sup>
All sources (D + E + F), adjusted	7 <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 (Thomas Bedard) 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 46 similarly situated organizations (Same NTEE sector (O20), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,850 is reasonable (approximately the 7<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.