

Minnetonka Lacrosse Association

Executive Director / CEO

EIN 201023864
 MN · NTEE N60
 FY ending 2024-09-30
 June 9, 2026

This analysis benchmarks the total compensation of **Debby Van Eendenburg, Executive Director / CEO** (\$6,034) against **every comparable organization** that fit the selection criteria — **197** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **13th** percentile of comparable organizations below the typical range for comparable organizations

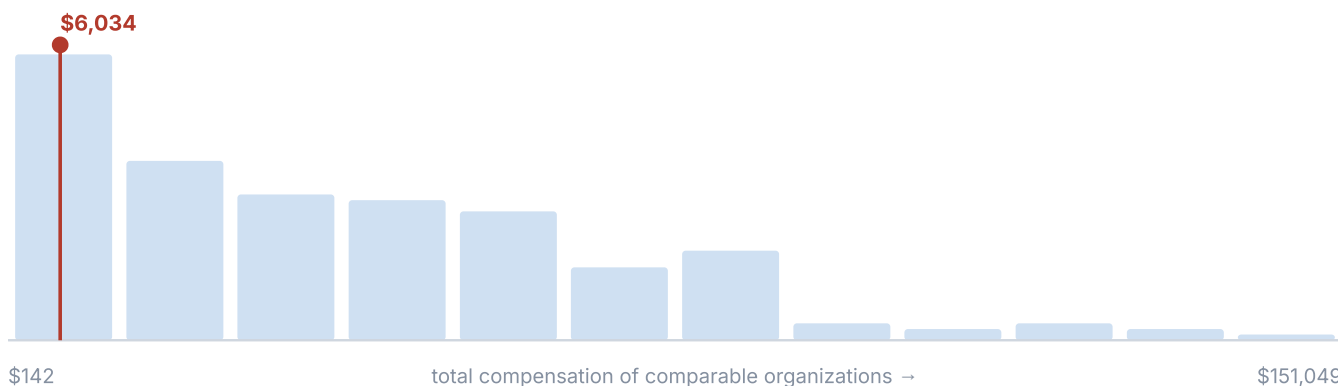
Benchmarked executive: Debby Van Eendenburg — reported title “GIRLS PLAYER”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N60).
BUDGET	Total revenue between \$210,650 and \$471,604 — 0.67x to 1.50x the subject's \$314,403 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (N60), nationwide + budget 0.67–1.5x revenue.

197 organizations qualified on sector, size, and geography → **197** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,215	\$12,339	\$33,964	\$57,502	\$80,437	\$6,034
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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 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
Community Sports Foundation Inc	CA	\$315,020	Executive Director	\$15,750	\$13,764	2024
Low Country Volleyball Club	SC	\$315,048	Co-director	\$15,295	\$16,148	2024
Play For Hope	NC	\$315,718	President	\$36,000	\$37,645	2024
Florida Recreational Sports Inc	FL	\$312,527	President	\$1,400	\$1,370	2023
Lake Side Elite Inc	MI	\$316,350	Director	\$59,948	\$62,621	2024
Angels-murphys-arnold Boosters Club Inc	CA	\$316,809	Executive Secre	\$7,200	\$6,129	2025
Ogden Nordic Inc	UT	\$317,102	Member	\$10,000	\$10,091	2025
North East Rhythmics School Of Gymn	MA	\$318,478	President	\$52,470	\$49,127	2023
Amore Youth Sports Inc	AZ	\$309,781	President	\$60,000	\$58,398	2024
Santa Barbara Water Polo Club Inc	CA	\$309,215	Executive Director	\$54,240	\$50,800	2022
Pioneer Region Inc	KY	\$319,686	Director	\$50,000	\$52,963	2025
A-team Mtb Inc	AL	\$308,823	Team Director	\$34,420	\$38,744	2023
Paralyzed Veterans Of America	CA	\$320,743	Executive Di	\$93,076	\$81,338	2024
Collegiate Conference Of The South Inc	MS	\$322,147	Commissioner	\$105,417	\$115,758	2025
Velo Kids Inc	MI	\$306,388	Executive Di	\$35,000	\$36,561	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Maryland Interscholastic Athletic Association Inc	MD	\$305,409	Executive Director	\$53,565	\$49,374	2025
Amateur Athletic Union Of The United States Inc Beach Wave Volleyablall Clu	FL	\$304,797	Director	\$35,978	\$36,659	2022
Jammers Volleyball Club	NC	\$324,470	President	\$38,505	\$40,265	2024
Beachvolleyballcampscom	CA	\$324,575	President	\$24,000	\$20,973	2024
Colorado Swoosh Basketball Club	CO	\$303,887	President/treasurer/coach	\$9,000	\$8,734	2024
Oklahoma Kids Wrestling Association	OK	\$303,254	Southeast Regional Director	\$500	\$557	2024
Oxford Football Club Inc	MS	\$326,321	President & Ceo	\$50,000	\$54,904	2025
American Legion High School Rodeo Of	WY	\$330,129	Secretary	\$24,959	\$26,351	2025
Rugby Norcal Inc	CA	\$330,731	Executive Dir.	\$61,917	\$54,109	2024
Lacrosse The Nations	DC	\$297,742	Executive Di	\$58,209	\$51,695	2024

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.

Sample, role match & sensitivity

PEER COUNT 197 organizations. Compensation range \$142–\$151,049; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$314,403); for reference, expenses \$293,406 and assets \$117,095.

ROLE MATCH	Debby Van Eendenburg, reported title "GIRLS PLAYER", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	3 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	13 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	14 th
All sources (D + E + F), adjusted	13 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 (Debby Van Eendenburg) 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 197 similarly situated organizations (Same NTEE sector (N60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,034 is reasonable (approximately the 13th 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.