

Renaissance Knights Foundation

Executive Director / CEO

EIN 202728157

IL · NTEE N50

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **David A Heiser, Executive Director / CEO** (\$72,500) against **every comparable organization** that fit the selection criteria — **79** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **86th** percentile of comparable organizations within the typical range

Benchmarked executive: David A Heiser — reported title “PRESIDENT”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N50).

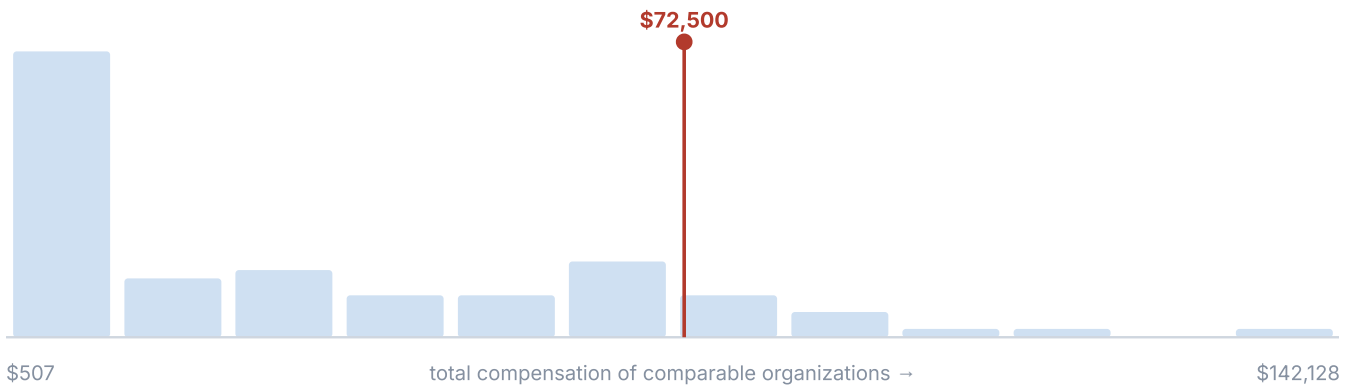
BUDGET Total revenue between \$319,680 and \$715,702 — 0.67x to 1.50x the subject's \$477,135 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N50), nationwide + budget 0.67–1.5x revenue.

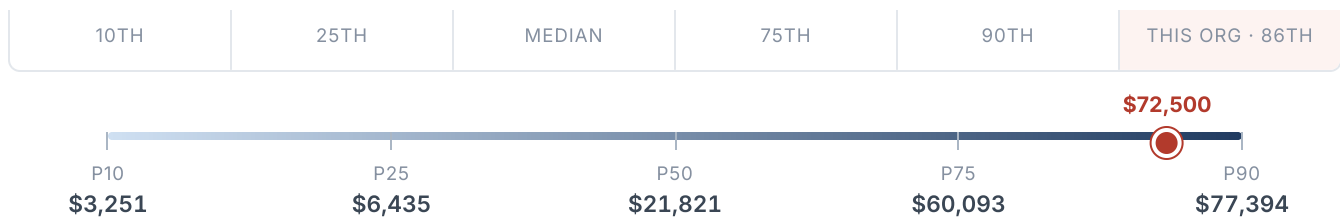
79 organizations qualified on sector, size, and geography

→ **79** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$3,251	\$6,435	\$21,821	\$60,093	\$77,394	\$72,500
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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 IL 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
Lafayette Tennis Association	DC	\$473,964	Supervisor	\$107,000	\$95,508	2024
Hetland Youth Hockey Association	MA	\$472,032	Player Development	\$3,500	\$3,293	2023
West Wyomissing Fire Co Social	PA	\$486,412	President	\$4,195	\$4,381	2023
Arena National Inc	NC	\$466,630	Vp Of Growth Development	\$5,720	\$6,012	2024
Benton Golf And Country Club	KY	\$463,873	Director	\$26,042	\$28,459	2024
Coon Rapids Youth Hockey	MN	\$459,288	Gambling Man	\$62,061	\$64,219	2023
The Southern California High School	CA	\$496,025	President	\$106,000	\$93,103	2024
Coahoma County Conservation League	MS	\$453,129	Treasurer	\$9,000	\$10,497	2023
Logan Missouri Valley Country Club	IA	\$451,100	Key Employee	\$77,405	\$83,987	2025
North End Boat Club	MA	\$448,969	President	\$5,000	\$4,706	2023
Star Track Cycling Inc	NY	\$448,794	Co-director	\$34,833	\$32,017	2024
Fearless Fire Co No 14 Of Allentown	PA	\$514,195	President	\$500	\$507	2024
Le Club Alpin De Raquetteurs Inc	NH	\$432,349	President	\$4,800	\$4,642	2023
Bpoe Elks No 436 Home Association	PA	\$522,008	Treasurer	\$4,000	\$3,953	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
St Petersburg Shuffleboard Club Inc	FL	\$431,767	Executive Director	\$67,089	\$66,001	2023
South End Beneficial Association	PA	\$429,629	President	\$31,200	\$31,648	2024
Hill-top Athletic Association	PA	\$427,687	Trustee	\$5,200	\$5,275	2024
Invasion Volleyball Club Inc	MO	\$528,709	Director	\$29,667	\$31,137	2025
Petaluma Phoenix Center Inc	CA	\$425,390	Director/ Theater Manager	\$49,596	\$43,562	2024
Bloody Run Social Club	PA	\$424,611	Secretary/ Treasurer	\$49,995	\$49,405	2025
The Liberty Inc	NM	\$534,147	President	\$22,779	\$24,921	2024
Amvets Home Association	PA	\$538,840	Manager-prior	\$33,220	\$34,692	2023
Western Harnett Youth Recreation Association Inc	NC	\$413,272	Althetic Director	\$60,541	\$63,629	2024
Claymakers Arts Community Inc	NC	\$541,004	Executive Director	\$58,000	\$62,759	2023
Portland Baseball Umpires Association	OR	\$542,178	Chairman	\$60,344	\$57,001	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IL 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 IL 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 **79** organizations. Compensation range \$507–\$142,128; filing years 2023–2025.

SIZE BASIS	Matched on total revenue (\$477,135); for reference, expenses \$506,176 and assets \$140,015.
ROLE MATCH	David A Heiser, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	1 peer 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	86 th
Total compensation (D + F), as reported (no adjustments)	86 th
Reportable pay only (column D), adjusted	86 th
All sources (D + E + F), adjusted	86 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 (David A Heiser) 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 10, 2026, comparing compensation against 79 similarly situated organizations (Same NTEE sector (N50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$72,500 is reasonable (approximately the 86th 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 10, 2026.