

Austin Youth Hockey Association Inc

Executive Director / CEO

EIN 237108071
 MN · NTEE N68Z
 FY ending 2023-06-30
 June 9, 2026

This analysis benchmarks the total compensation of **Janni Donovan, Executive Director / CEO** (\$12,600) against **every comparable organization** that fit the selection criteria — **27** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **63rd** percentile of comparable organizations within the typical range

Benchmarked executive: Janni Donovan — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

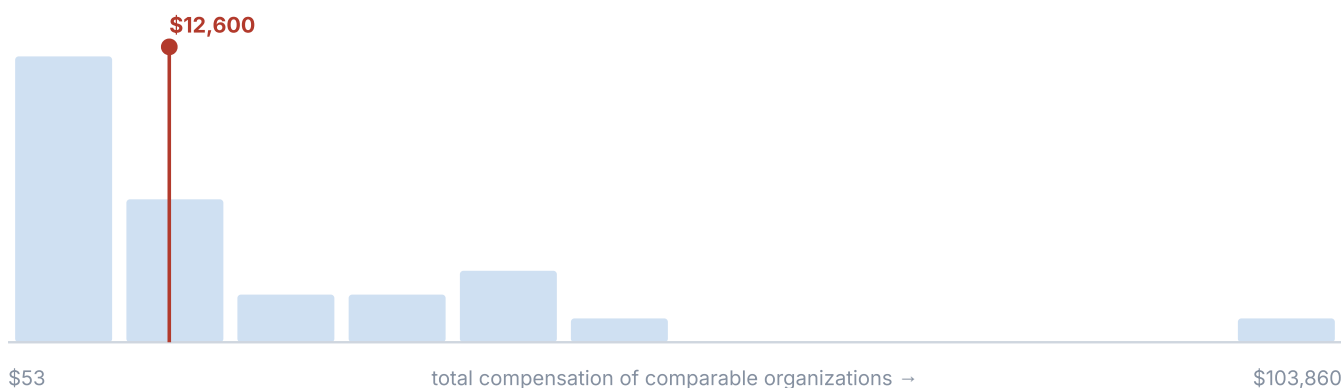
SECTOR Organizations sharing the subject's NTEE classification (N68Z).

BUDGET Total revenue between \$147,604 and \$330,457 — 0.67x to 1.50x the subject's \$220,305 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N68), nationwide + budget 0.67–1.5x revenue.

27 organizations qualified on sector, size, and geography → **27** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,018	\$3,288	\$9,055	\$24,780	\$39,324	\$12,600
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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
United States Ski Association	MN	\$221,626	Secretary	\$35,698	\$35,698	2023
Valley Figure Skating Club Inc	WI	\$216,464	Board Member	\$2,000	\$2,054	2024
Franklin Ski & Outing Club Inc	ME	\$216,183	Co-mgr Of Op	\$46,710	\$45,977	2024
Maine Amateur Hockey Association	ME	\$226,205	Treasurer	\$7,200	\$6,904	2025
Glacier Skate Academy Inc	MT	\$227,310	Vice Pres &	\$30,100	\$31,894	2024
Axiom Volleyball Club	WA	\$230,516	President	\$28,914	\$26,198	2023
Marquette Figure Skating Club	MI	\$208,505	Treasurer	\$3,400	\$3,360	2025
Line Creek Figure Skating Club Inc	MO	\$233,191	Club Skate Director	\$3,000	\$3,216	2023
Wilmington Seahawks Hockey Association Inc	NC	\$233,779	Hockey Director	\$23,000	\$23,361	2024
West Yellowstone Ski Education Foundation	MT	\$235,672	Grant Writer	\$13,268	\$14,059	2024
Brainerd Blue Line Boosters	MN	\$199,593	Chair Member	\$20,000	\$20,000	2023
Woodstock Ski Runners	VT	\$247,318	Program Director	\$41,600	\$41,160	2024
Wisconsin Inspire Cooperative Inc	WI	\$249,308	Vice-president	\$6,815	\$6,996	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Rush Field Hockey Inc	CA	\$189,493	Secretary/tr	\$10,800	\$9,167	2024
Waha Inc	WV	\$255,658	President	\$1,319	\$1,368	2025
Minnesota Girls Hockey Coaches Association	MN	\$262,150	President	\$12,500	\$12,141	2024
Duluth Nordic Ski Club Inc	MN	\$176,428	Secretary	\$520	\$492	2025
Premier Volleyball Club	MN	\$269,314	Club Director	\$5,000	\$4,857	2024
Utah Girls Hockey Association Inc	UT	\$170,750	Director	\$9,000	\$9,055	2024
Fore Stark County Youth Development Inc	OH	\$280,948	Exec Director	\$99,756	\$103,860	2024
Border Blades Figure Skating Club	ND	\$281,283	Director	\$8,250	\$8,899	2024
Crookston Blue Line Club Inc	MN	\$149,150	Treasurer/executive Director (Through June 2023)	\$38,100	\$38,100	2023
Boeing Employees Ski Club Inc	WA	\$292,220	Director And President	\$2,264	\$1,992	2024
Girls Hockey Of Arizona	AZ	\$295,937	President	\$12,637	\$11,946	2024
Figure Skating Club Of Park City	UT	\$307,061	Treasurer	\$3,600	\$3,529	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN cost of living and 2023 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	27 organizations. Compensation range \$53–\$103,860; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$220,305); for reference, expenses \$160,173 and assets \$233,378.
ROLE MATCH	Janni Donovan, reported title " <i>DIRECTOR</i> ", 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.
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	63 rd
Total compensation (D + F), as reported (no adjustments)	59 th
Reportable pay only (column D), adjusted	63 rd
All sources (D + E + F), adjusted	63 rd

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 (Janni Donovan) 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 27 similarly situated organizations (Same NTEE sector (N68), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$12,600 is reasonable (approximately the 63rd 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.