

Madison United Rugby Inc

Executive Director / CEO

EIN 262425558

WI · NTEE N026

FY ending 2024-12-31

June 13, 2026

This analysis benchmarks the total compensation of **Bradley Dufek, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **1318** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **44th** percentile of comparable organizations within the typical range

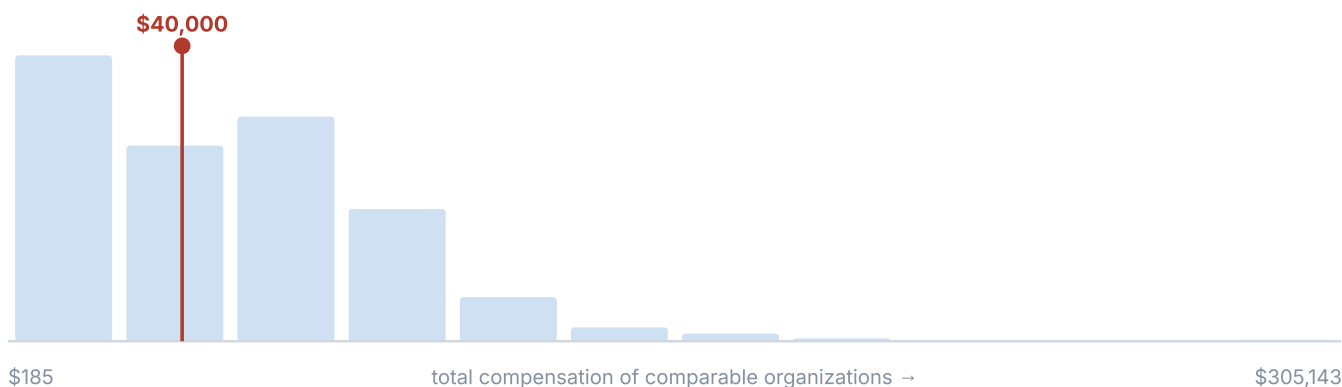
Benchmarked executive: Bradley Dufek — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (N026).
BUDGET	Total revenue between \$320,515 and \$717,573 — 0.67x to 1.50x the subject's \$478,382 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

1,318 organizations qualified on sector, size, and geography → **1,318** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$4,930	\$17,627	\$47,966	\$73,201	\$97,018	\$40,000
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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 WI 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
Cptc Nfp	IL	\$478,318	Director	\$1,475	\$1,430	2023
Child And Family Institute Of Fairfield	CT	\$478,030	Executive Director	\$51,923	\$47,993	2023
First Serve Okc Foundation	OK	\$478,799	Executive Director	\$78,433	\$85,140	2023
Bridge City Soccer Academy	OR	\$478,987	President & Executive Director	\$63,935	\$58,530	2023
Southern Maine Community Recreation Center	ME	\$479,038	General Manager	\$103,738	\$99,465	2024
Pickleball Cares Inc	CA	\$479,180	President	\$44,833	\$38,164	2023
El Paso Border Youth Athletic Assoc	TX	\$477,320	Executive Director	\$58,462	\$55,996	2024
Renaissance Knights Foundation	IL	\$477,135	President	\$72,500	\$68,248	2024
Dragon Elite Baseball Club	WA	\$479,719	Ceo	\$58,000	\$49,722	2024
Booger Fund	WA	\$479,741	Executive Director	\$100,000	\$88,260	2023
Agoura Youth Basketball Association	CA	\$480,002	Director	\$10,400	\$8,599	2024
Usa Track & Field-new England Inc	MA	\$476,548	Managing Dir	\$50,314	\$43,292	2024
Clark Family Center	OR	\$480,365	Executive Director	\$19,171	\$17,550	2023
Piedmont Interstate Fair	SC	\$476,217	Exec. Direct	\$38,000	\$37,959	2024
Usa South Athletic Conference Inc	GA	\$480,904	Commissioner	\$135,738	\$127,316	2025
Rivers Of Recovery	MN	\$481,005	Executive Director	\$103,142	\$97,587	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Sheriffpolice Activities League Of Memphis And Shelby County	TN	\$481,443	Chief Visionary Officer	\$17,475	\$17,588	2024
Pacifica Sea Lions Aquatic Club Inc	CA	\$474,920	Head Coach	\$98,471	\$81,418	2024
Northern New Mexico Soccer	NM	\$482,064	Executive Di	\$48,771	\$51,712	2023
Victory Formation Foundation Inc	CA	\$482,089	President & Ceo	\$75,000	\$62,012	2024
Camp Rise Above Inc	SC	\$482,120	Executive Director	\$81,354	\$81,267	2024
Football Alliance Inc	CA	\$482,138	Treasurer	\$30,833	\$24,836	2025
United States Bowling Congress Inc	MO	\$482,219	President	\$1,647	\$1,670	2024
Fargo Metro Baseball Association	ND	\$474,273	Vice President/gm	\$28,935	\$31,303	2023
Play Groundnyc Inc	NY	\$482,496	Interim Ed	\$82,158	\$71,087	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to WI 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 WI 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 1318 organizations. Compensation range \$185–\$305,143; filing years 2021–2025.

SIZE BASIS Matched on total revenue (\$478,382); for reference, expenses \$460,973 and assets \$1,843,328.

ROLE MATCH Bradley Dufek, reported title *"EXECUTIVE DIRECTOR"*, benchmarked as Executive Director / CEO. The title maps directly to this role.

RELATED-ORG PAY	37 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	16 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	44 th
Total compensation (D + F), as reported (no adjustments)	41 st
Reportable pay only (column D), adjusted	45 th
All sources (D + E + F), adjusted	42 nd

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 (Bradley Dufek) 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 13, 2026, comparing compensation against 1318 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 44th 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 13, 2026.