

Morton Golf Foundation

Executive Director / CEO

EIN 264351450

CA · NTEE N6A

FY ending 2023-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Jane Siebers, Executive Director / CEO** (\$25,966) against **every comparable organization** that fit the selection criteria — **28** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **14th** percentile of comparable organizations below the typical range for comparable organizations

Benchmarked executive: Jane Siebers — 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 (N6A).

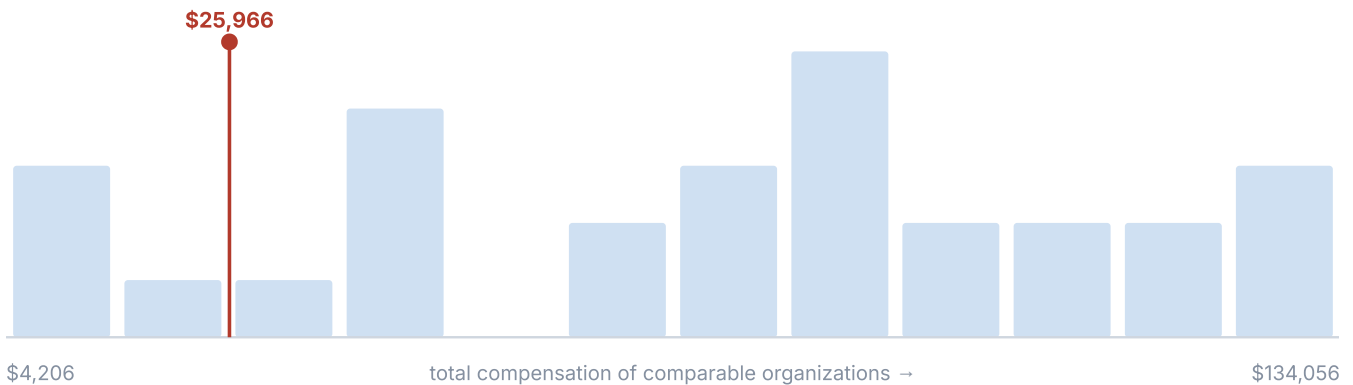
BUDGET Total revenue between \$259,488 and \$580,945 — 0.67x to 1.50x the subject's \$387,297 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N6A), nationwide + budget 0.67–1.5x revenue.

28 organizations qualified on sector, size, and geography

→ **28** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,629	\$40,579	\$78,777	\$101,538	\$121,684	\$25,966
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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 CA 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
Cityswing Foundation Inc	DC	\$385,469	Chief Programs And Ops Officer	\$100,832	\$99,530	2024
Tip Of The Mitt Junior Golf Association	MI	\$385,067	Executive Director	\$92,643	\$107,562	2024
Fresno Youth Golf Association Inc	CA	\$395,609	Executive Dir.	\$84,000	\$81,590	2024
North County Junior Golf Association	CA	\$376,676	President	\$42,000	\$40,795	2024
The Yakima Youth Golf Organization	WA	\$372,775	Program Director	\$58,000	\$58,411	2024
Westfield Golf Club Inc	MN	\$402,215	Trustee	\$4,394	\$5,028	2023
Aiken Junior Golf Foundation	SC	\$351,994	Exec. Director	\$65,727	\$77,130	2024
Watson Links Mentors Foundation	KS	\$423,064	Executive Director	\$107,650	\$130,819	2024
Glendive Municipal Golf Course	MT	\$425,804	Manager	\$66,335	\$82,808	2023
Okanogan Valley Golf Club	WA	\$430,009	Manageer	\$39,650	\$39,930	2024
A Better Shot Foundation Inc	FL	\$338,260	Secretary	\$5,000	\$5,440	2023
Youth Development Corp Of Sw Ohio	OH	\$439,977	Ceo	\$98,850	\$117,769	2024
The First Tee Of Benton Harbor Inc	MI	\$324,207	Executive Director	\$97,200	\$112,852	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Operation Game On	CA	\$318,804	President & Ceo	\$82,800	\$80,424	2024
East Bay Golf Foundation	CA	\$298,522	Executive Director	\$64,899	\$64,899	2023
The Touchstone Golf Foundation	CA	\$297,465	Treasurer/executive Direct	\$20,587	\$19,996	2024
Kids Golf Foundation Of Illinois	IL	\$296,524	Fund Manager	\$73,658	\$83,861	2023
Golden Isles Leadership	GA	\$486,270	Executive Di	\$63,500	\$71,819	2024
Usa Golf Federation Inc	FL	\$275,000	Executive Director	\$40,083	\$43,607	2023
San Joaquin Junior Golf Foundation	CA	\$274,698	Executive Director	\$37,500	\$37,500	2023
Youth Golf Of Howard County Inc	MD	\$272,092	Executive Director	\$4,000	\$4,206	2024
Bluegrass Golf Foundation Inc	KY	\$268,992	Executive Director	\$55,849	\$69,487	2023
Greater Wilmington Youth Initiative Inc	NC	\$512,645	Executive Director	\$78,505	\$91,244	2024
Haskins Foundation Inc	GA	\$261,222	Executive Director	\$96,245	\$108,855	2024
Life Skills Fore The Youth Of	CO	\$532,877	Chief Executive Officer	\$123,236	\$132,921	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA 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 CA 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	28 organizations. Compensation range \$4,206–\$134,056; filing years 2023–2024.
SIZE BASIS	Matched on total revenue (\$387,297); for reference, expenses \$422,048 and assets \$500,661.
ROLE MATCH	Jane Siebers, reported title " <i>Executive Director</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	14 th
Total compensation (D + F), as reported (no adjustments)	14 th
Reportable pay only (column D), adjusted	18 th
All sources (D + E + F), adjusted	14 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 (Jane Siebers) 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 28 similarly situated organizations (Same NTEE sector (N6A), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$25,966 is reasonable (approximately the 14th 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.