

# Challenge Golf Association

Executive Director / CEO

EIN 300096994

TN · NTEE X99

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Ron Potter, Executive Director / CEO** (\$82,500) against **every comparable organization** that fit the selection criteria — **287** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **82<sup>nd</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Ron Potter — 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 (X99).

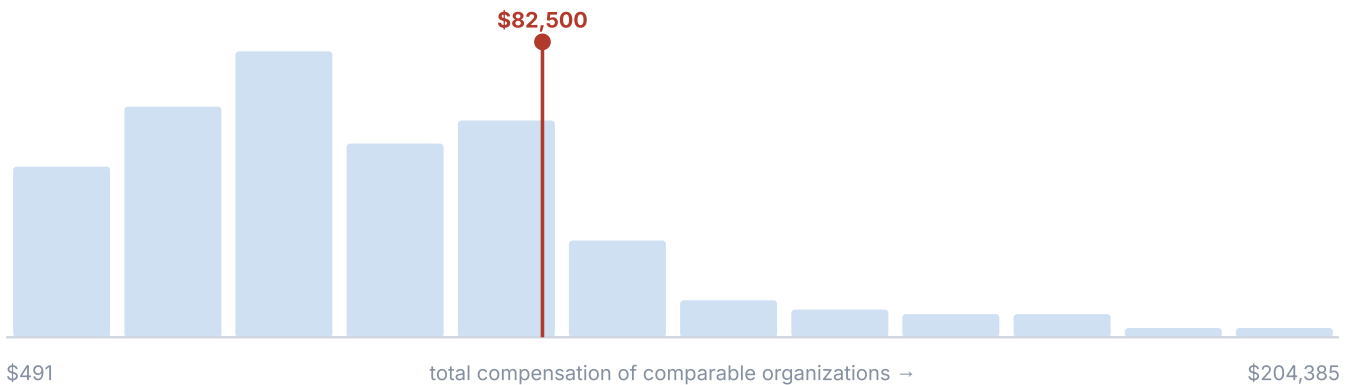
**BUDGET** Total revenue between \$224,970 and \$503,665 — 0.67x to 1.50x the subject's \$335,777 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (X99), nationwide + budget 0.67–1.5x revenue.

**287** organizations qualified on sector, size, and geography

→ **287** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$14,978	\$30,269	\$50,032	\$74,789	\$100,411	\$82,500
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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 TN 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
<a href="#">Matthew Fox Legacy Project</a>	CA	\$335,723	Treasurer	\$39,000	<b>\$32,038</b>	2024
<a href="#">The Layne</a>	WA	\$335,146	Foundation Mgr.	\$73,250	<b>\$62,391</b>	2024
<a href="#">New Hope Correctional Ministry</a>	MA	\$334,774	Exec Directo	\$72,509	<b>\$61,988</b>	2024
<a href="#">Lives Worth Saving</a>	CA	\$334,760	Senior Pasto	\$31,000	<b>\$25,466</b>	2024
<a href="#">Word Of Messiah Ministries Inc</a>	NC	\$334,577	President	\$140,547	<b>\$138,157</b>	2024
<a href="#">Overcomers Mission Schools</a>	PA	\$337,129	Director & C	\$22,700	<b>\$21,536</b>	2024
<a href="#">Resolute</a>	MN	\$333,892	President	\$170,998	<b>\$160,745</b>	2024
<a href="#">Awe Star Ministries Inc</a>	OK	\$337,760	Sec'y/treasurer	\$24,668	<b>\$26,605</b>	2023
<a href="#">Red Letter Christians</a>	PA	\$333,732	Board Member	\$38,451	<b>\$37,557</b>	2023
<a href="#">The Russian Orthodox Church Of The</a>	NY	\$338,127	Coo	\$12,700	<b>\$11,240</b>	2023
<a href="#">Synchronicity Foundation Inc</a>	VA	\$332,071	President	\$10,058	<b>\$9,239</b>	2024
<a href="#">Relational Tithe Inc</a>	CA	\$340,271	President/co-founder	\$101,000	<b>\$85,421</b>	2023
<a href="#">Global Ministries And Relief Inc</a>	FL	\$341,186	President	\$73,600	<b>\$65,778</b>	2024
<a href="#">Heart Of The Outdoors</a>	OH	\$330,288	President	\$72,000	<b>\$74,692</b>	2023
<a href="#">Woolman Hill Inc</a>	MA	\$342,325	Executive Director	\$50,036	<b>\$44,039</b>	2023
<a href="#">Ten 24 Inc</a>	TX	\$342,607	President	\$68,255	<b>\$66,873</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">The Journey Project</a>	WA	\$342,793	Executive Director To August 2024	\$19,773	<b>\$16,842</b>	2024
<a href="#">Prepare International Nfp</a>	NC	\$343,113	Director & Treasurer	\$49,500	<b>\$48,658</b>	2024
<a href="#">Niswa Association Inc</a>	CA	\$328,005	Ceo	\$40,000	<b>\$32,860</b>	2024
<a href="#">Soul Care Institute</a>	CO	\$344,293	President	\$45,000	<b>\$42,263</b>	2023
<a href="#">Save The Nations Ministries</a>	KY	\$344,301	Director	\$63,414	<b>\$66,730</b>	2023
<a href="#">Wheat Mission In Atlanta Inc</a>	GA	\$327,186	President	\$42,000	<b>\$41,363</b>	2023
<a href="#">Dannie Hood Ministries Inc</a>	CO	\$326,632	President	\$52,883	<b>\$48,241</b>	2024
<a href="#">Life Balance Institute</a>	CA	\$326,590	President	\$41,589	<b>\$34,165</b>	2024
<a href="#">Fischer Ministries Inc</a>	OK	\$326,545	Executive Director	\$133,800	<b>\$140,164</b>	2024

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to TN 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 TN 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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	287 organizations. Compensation range \$491–\$204,385; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$335,777); for reference, expenses \$339,503 and assets \$15,637.
ROLE MATCH	Ron Potter, reported title " <i>PRESIDENT</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	13 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

**OUTLIERS** 12 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	82 <sup>nd</sup>
Total compensation (D + F), as reported (no adjustments)	77 <sup>th</sup>
Reportable pay only (column D), adjusted	86 <sup>th</sup>
All sources (D + E + F), adjusted	78 <sup>th</sup>

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 (Ron Potter) 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 287 similarly situated organizations (Same NTEE sector (X99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$82,500 is reasonable (approximately the 82<sup>nd</sup> 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.