

The Man Up Club

Executive Director / CEO

EIN 300992742

MN · NTEE P20

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Korey S Dean Sr, Executive Director / CEO** (\$40,000) against **every comparable organization** that fit the selection criteria — **24** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 21st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Korey S Dean Sr — reported title “Executive Dir.”, a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (P20).

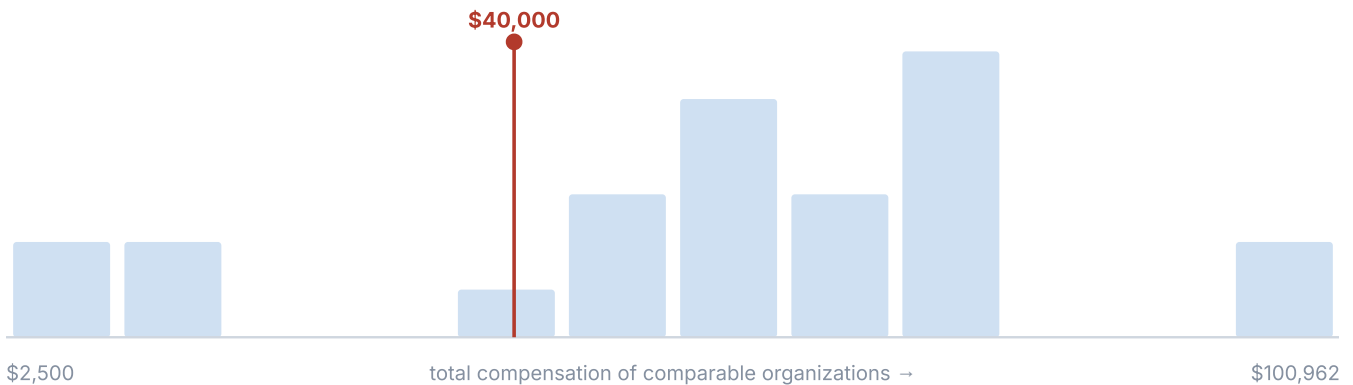
BUDGET Total revenue between \$251,716 and \$563,544 — 0.67x to 1.50x the subject's \$375,696 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (P20) + MN + budget 0.67–1.5x revenue.

24 organizations qualified on sector, size, and geography

→ **24** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$12,000	\$46,618	\$57,887	\$69,291	\$74,125	\$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 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
Aitkin County Care Inc	MN	\$384,563	Executive Di	\$52,598	\$52,598	2024
Innovative Souolutions	MN	\$357,353	Executive Director	\$36,400	\$36,400	2024
Breakthrough Ministries Inc	MN	\$356,206	President & Ceo	\$72,000	\$74,127	2023
Leonardo's Basement	MN	\$403,541	Co-executive Director	\$68,750	\$68,750	2024
Brothers Empowered	MN	\$410,701	Executive Director And Board Chair	\$65,000	\$66,920	2023
Nursing Heart Inc	MN	\$334,147	Executive Director	\$70,000	\$70,000	2024
Ebenezer Ridge Point Apartments Inc	MN	\$419,868	President, End 9-2024	\$70,974	\$70,974	2024
Elevate Hope House	MN	\$424,123	President Fo	\$10,000	\$9,742	2025
Minnesota Youth Ski League	MN	\$426,240	Executive Director	\$69,054	\$69,054	2024
Lakes Life Care Center Inc	MN	\$317,595	Director	\$10,800	\$10,800	2024
Atlas Of Rock County	MN	\$316,230	Director	\$53,166	\$54,736	2023
Common Cup Ministry Inc	MN	\$309,122	Executive Di	\$60,500	\$62,287	2023
Monticello Christian Social Services Inc	MN	\$453,407	Executive Dir.	\$63,240	\$65,108	2023
Midwest Outdoors Unlimited Inc	MN	\$295,577	President	\$49,500	\$49,500	2024
Love Inc - Heartland	MN	\$460,269	Executive Di	\$74,119	\$74,119	2024
Bread Of Life Ministries Of Minnesota	MN	\$287,826	President/treas	\$14,800	\$14,800	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Love In The Name Of Christ - Big Wo	MN	\$272,036	Executive Di	\$48,000	\$46,763	2025
White Bear Lake Basketball Association	MN	\$269,489	Tournament Director	\$2,500	\$2,500	2024
Southwest Options For Women	MN	\$488,826	Executive Director	\$100,962	\$100,962	2024
Oasis Central Minnesota Inc	MN	\$492,322	Executive Director	\$46,184	\$46,184	2024
Restore Recovery	MN	\$258,857	Ceo	\$58,692	\$58,692	2024
Settled Incorporated	MN	\$506,185	Ceo	\$54,900	\$56,522	2023
Mending The Sacred Hoop	MN	\$513,458	Executive Director	\$93,205	\$93,205	2024
The Organization Of Liberians In Minnesota	MN	\$513,606	Executive Director	\$57,081	\$57,081	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to MN 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 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	24 organizations. Compensation range \$2,500–\$100,962; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$375,696); for reference, expenses \$387,894 and assets \$300,507.
ROLE MATCH	Korey S Dean Sr, reported title " <i>Executive Dir.</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.

OUTLIERS 3 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	21 st
Total compensation (D + F), as reported (no adjustments)	21 st
Reportable pay only (column D), adjusted	25 th
All sources (D + E + F), adjusted	21 st

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 (Korey S Dean Sr) 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 24 similarly situated organizations (Same NTEE sector (P20) + MN + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$40,000 is reasonable (approximately the 21st 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.