

Grand Forks Fastbreak Club

Executive Director / CEO

EIN 363696890

ND · NTEE O99Z

FY ending 2024-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Jacob Wavra -Resigned 62024, Executive Director / CEO** (\$4,200) against **every comparable organization** that fit the selection criteria — **33** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 3rd percentile of comparable organizations

below the typical range for comparable organizations

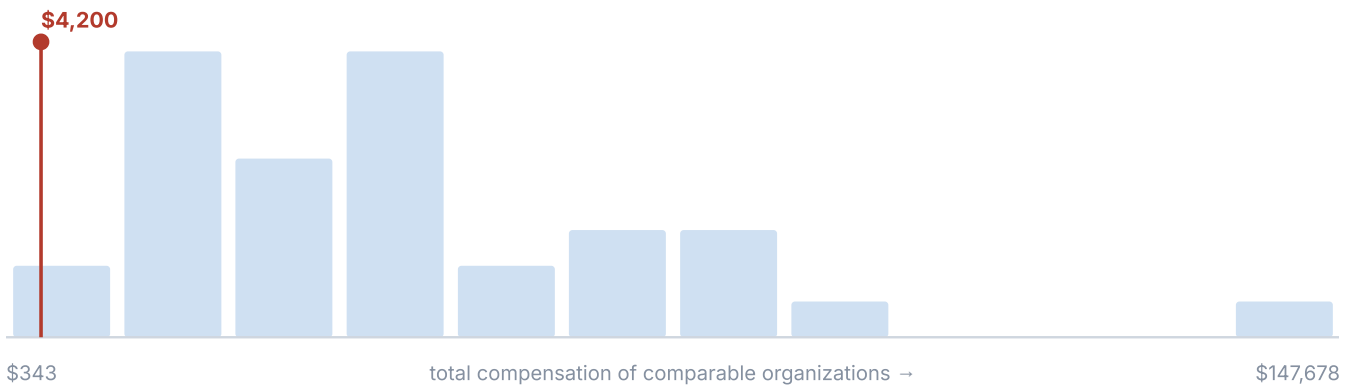
Benchmarked executive: Jacob Wavra -Resigned 62024 — reported title "DIRECTOR", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (O99Z).
BUDGET	Total revenue between \$141,287 and \$316,315 — 0.67x to 1.50x the subject's \$210,877 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (O99), nationwide + budget 0.67–1.5x revenue.

33 organizations qualified on sector, size, and geography → **33** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$17,637 10TH	\$20,676 25TH	\$39,923 MEDIAN	\$57,335 75TH	\$81,492 90TH	\$4,200 THIS ORG · 3RD
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\$4,200



■ 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 ND 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
Purpose Foundation For Youth	IL	\$213,157	President	\$10,500	\$9,406	2024
Purpose Learning Lab The Premier Drop-in Studio	NC	\$208,006	Executive Director	\$28,650	\$27,772	2023
Students Without Limits	CA	\$213,818	President/ceo	\$123,249	\$96,979	2024
Victory Lane Camp Inc	IN	\$217,717	Ceo	\$84,989	\$81,671	2024
Southwest Wildlife Foundation Inc	UT	\$203,783	Ceo	\$42,000	\$39,171	2024
Healthy Families Partnership Inc	VA	\$219,326	Board Treasu	\$400	\$343	2025
Child Wellness Institute Inc	NJ	\$199,940	Executive Director	\$24,603	\$20,017	2024
Mentor For Change	CA	\$221,819	Executive Di	\$25,523	\$20,676	2023
Valley Youth Network	PA	\$222,234	Executive Director	\$94,401	\$85,784	2024
Oak Ridge Outdoor Foundation	IL	\$198,584	Manager	\$19,500	\$17,985	2023
Wesley Foundation At The University Of Washington	WA	\$223,768	Executive Director	\$99,011	\$80,777	2024
Summer Of Sass Inc	MA	\$196,251	Executive Di	\$90,087	\$73,768	2024
Child And Family Resource Foundation	SC	\$230,904	Ceo	\$35,170	\$33,434	2024
The Sweet Julia Grace Foundation	VA	\$236,179	Ceo	\$55,569	\$48,892	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
South Carolina Early Childhood	SC	\$240,454	Executive Director	\$45,651	\$43,398	2024
Day Dreams Foundation	MO	\$243,310	Executive Di	\$20,492	\$19,778	2024
Ukulele Kids Club Inc	FL	\$176,691	Current Ceo/chairwoman	\$26,210	\$23,099	2023
Genesis Associates Inc	ID	\$158,745	President	\$42,317	\$41,021	2024
Lincoln Independent Business Association	NE	\$263,224	Executive Director	\$150,678	\$147,678	2024
Nashville Debate League Inc	TN	\$263,898	Executive Director	\$74,001	\$69,054	2025
Salida Circus Outreach Foundation	CO	\$265,704	Executive Director	\$45,691	\$39,923	2024
Lancaster Police Athletic League	OH	\$155,541	Executive Di	\$63,995	\$63,588	2023
V5 Initiative Inc	DC	\$155,280	Executive Di	\$22,000	\$17,592	2024
Reintegration Support Network Inc	NC	\$268,687	Executive Director	\$58,407	\$53,575	2025
Mentoring Mentors Inc	MD	\$269,718	Founder & Ceo	\$35,992	\$30,662	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to ND 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 ND 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 **33** organizations. Compensation range \$343–\$147,678; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$210,877); for reference, expenses \$217,341 and assets \$45,627.

ROLE MATCH	Jacob Wavra -Resigned 62024, 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.
RELATED-ORG PAY	1 peer report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
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	3 rd
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	9 th
All sources (D + E + F), adjusted	3 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 (Jacob Wavra -Resigned 62024) 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 33 similarly situated organizations (Same NTEE sector (O99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$4,200 is reasonable (approximately the 3rd 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.