

Minnesota Special Hockey Assoc

Executive Director / CEO

EIN 383738341

MN · NTEE P30

FY ending 2024-06-30

June 10, 2026

This analysis benchmarks the total compensation of **Holly Tchida, Executive Director / CEO** (\$10,000) against **every comparable organization** that fit the selection criteria — **116** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 7th percentile of comparable organizations

below the typical range for comparable organizations

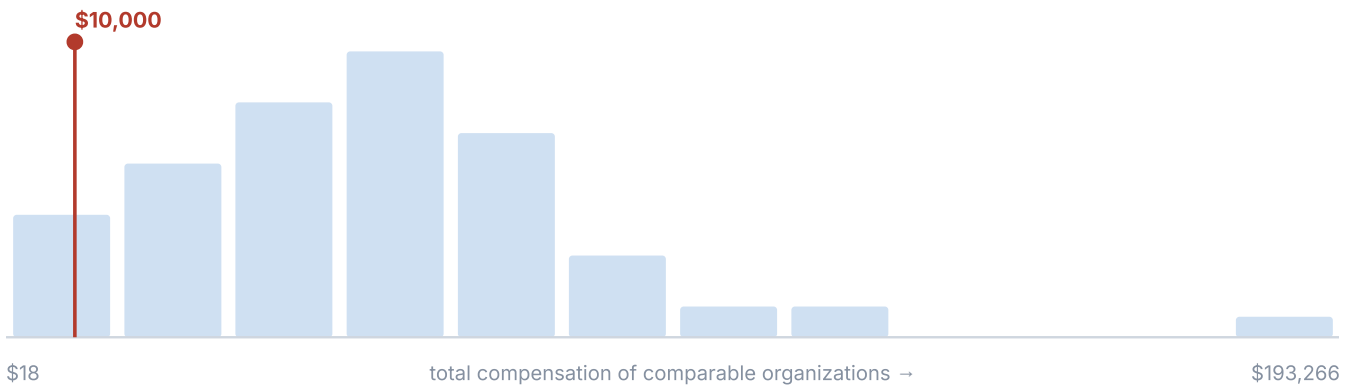
Benchmarked executive: Holly Tchida — reported title “PROGRAM COOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (P30).
BUDGET	Total revenue between \$130,069 and \$291,201 — 0.67x to 1.50x the subject's \$194,134 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (P30), nationwide + budget 0.67–1.5x revenue.

116 organizations qualified on sector, size, and geography → **116** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$15,383

\$33,110

\$52,057

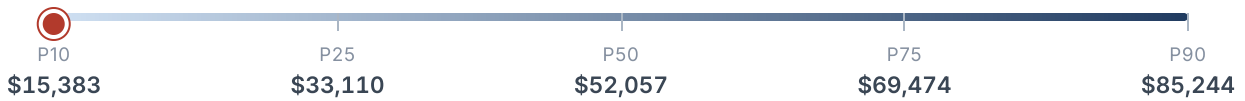
\$69,474

\$85,244

\$10,000

10TH	25TH	MEDIAN	75TH	90TH	THIS ORG · 7TH
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\$10,000



● 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
Shelby County Casagal Program Inc	OH	\$194,565	Director	\$56,297	\$60,344	2024
Memories For Kids	NE	\$193,666	Executive Director	\$33,400	\$36,356	2024
Above The Clouds Inc	MA	\$196,306	Incoming Exec. Director	\$78,678	\$73,665	2023
House Of Hope Ministry Inc	MI	\$191,833	Co-executive Director	\$33,114	\$34,590	2024
Casa Of Mckean County	PA	\$196,709	Executive Director	\$54,384	\$54,886	2024
Turner 12	TX	\$197,803	Executive Dir.	\$91,000	\$94,845	2023
Newton County Family Connection	GA	\$189,783	Executive Di	\$58,000	\$60,763	2023
Operation North Pole Inc	IL	\$189,550	President & Ceo	\$37,390	\$37,201	2024
Life Skills San Diego	CA	\$188,341	Executive Director	\$34,500	\$30,149	2024
The Bus Stop Club Inc	NY	\$187,923	Executive Director	\$43,352	\$39,645	2024
St James Lutheran Child Care Minist	IN	\$200,528	Treasurer	\$5,703	\$6,266	2023
Grahamtastic Connection	ME	\$201,115	Executive Director	\$57,723	\$60,224	2023
St Joseph's House Ltd	MD	\$186,424	Executive Director	\$53,917	\$51,014	2024
Gates Of Freedom	WA	\$202,481	Secretary	\$10,000	\$9,328	2023
Brave Heart - Children In Need Inc	LA	\$202,660	Exec Director	\$24,000	\$26,745	2024
88 Bikes	WA	\$203,613	Exec Directo	\$16,239	\$14,334	2025
Casa Del Valle Inc	CO	\$204,734	Executive Director	\$7,500	\$7,091	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Riverways Pregnancy Resource Center	MO	\$204,953	Executive Director	\$44,615	\$47,823	2024
Mask Mothers Awareness On School Age Kids	AZ	\$205,709	President	\$85,723	\$83,434	2024
Boxes Of Basics	VA	\$181,389	Executive Dir.	\$25,731	\$25,886	2023
St Clair County Sav-a-life Inc	AL	\$208,801	Executive Director	\$35,541	\$38,858	2024
Harvest Family Life Ministries Hawaii	HI	\$210,176	Executive Director	\$37,800	\$34,250	2024
Children's Healing	OR	\$211,421	Executive Director (Thru Feb. '24)	\$13,274	\$12,475	2024
Systems Of Care Initiative Inc	KS	\$212,215	Executive Director	\$65,000	\$71,067	2024
Reset Mentoring	TX	\$213,227	President	\$60,600	\$61,348	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	116 organizations. Compensation range \$18–\$193,266; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$194,134); for reference, expenses \$134,774 and assets \$228,320.
ROLE MATCH	Holly Tchida, reported title <i>"PROGRAM COOR"</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	2 peers 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	7 th
Total compensation (D + F), as reported (no adjustments)	5 th
Reportable pay only (column D), adjusted	8 th
All sources (D + E + F), adjusted	7 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 (Holly Tchida) 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 10, 2026, comparing compensation against 116 similarly situated organizations (Same NTEE sector (P30), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,000 is reasonable (approximately the 7th 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 10, 2026.