

# Woodland Amateur Hockey Association

Executive Director / CEO

EIN 411520527

MN · NTEE O50

FY ending 2024-03-31

June 9, 2026

This analysis benchmarks the total compensation of **Bonnie Deboer, Executive Director / CEO** (\$20,433) against **every comparable organization** that fit the selection criteria — **25** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **64<sup>th</sup>** percentile of comparable organizations within the typical range

**Benchmarked executive:** Bonnie Deboer — reported title “GAMBLING MAN”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

## How comparable organizations were selected

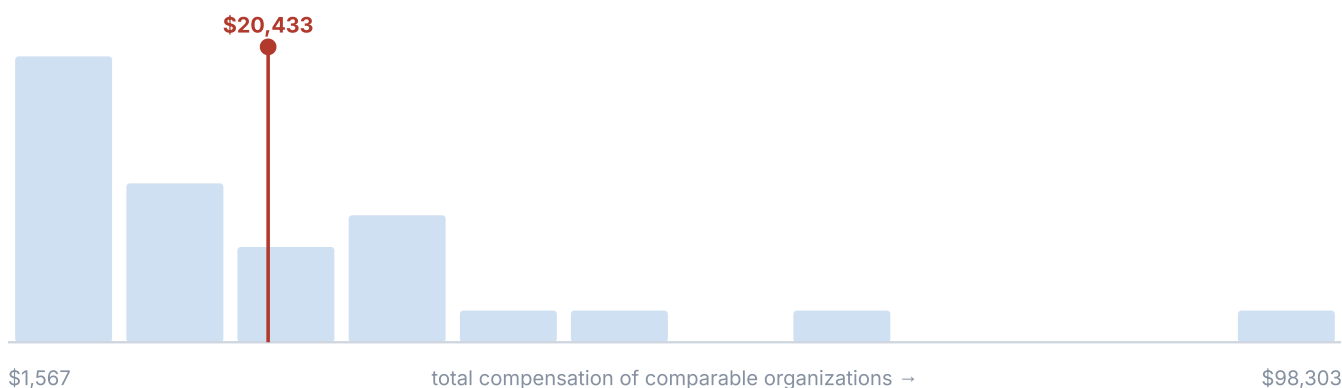
**SECTOR** Organizations sharing the subject's NTEE classification (O50).

**BUDGET** Total revenue between \$38,699 and \$86,640 — 0.67x to 1.50x the subject's \$57,760 (the band tightens as size grows).

**GEOGRAPHY** Same NTEE sector (O50), nationwide + budget 0.67–1.5x revenue.

**25** organizations qualified on sector, size, and geography → **25** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,361	\$5,514	\$15,694	\$28,503	\$42,649	\$20,433
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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
<a href="#">412 Sports Ministries</a>	PA	\$58,495	Executive Di	\$15,625	<b>\$16,235</b>	2023
<a href="#">United Services Youth Inc</a>	NC	\$54,655	Program Facilitator	\$91,310	<b>\$98,303</b>	2023
<a href="#">Bridge Builders Alabama</a>	AL	\$61,080	Executive Director	\$41,200	<b>\$46,376</b>	2023
<a href="#">Coal City Colts Inc</a>	WV	\$53,919	President	\$1,855	<b>\$2,093</b>	2023
<a href="#">Kirk Horn Music Fund</a>	OH	\$53,459	Music Director	\$17,750	<b>\$19,588</b>	2023
<a href="#">Leborne Development</a>	AR	\$51,962	President	\$13,400	<b>\$15,694</b>	2023
<a href="#">Atlanta Cares Mentoring Movement Inc</a>	GA	\$65,108	Member	\$10,100	<b>\$10,278</b>	2024
<a href="#">Community Works Youth Development</a>	CA	\$50,000	President & Ceo	\$3,000	<b>\$2,622</b>	2024
<a href="#">Arkwings Foundation</a>	TN	\$65,769	Director	\$5,100	<b>\$5,586</b>	2023
<a href="#">Texas Children In Nature</a>	TX	\$65,928	Sarah Coles	\$19,737	<b>\$19,981</b>	2024
<a href="#">Embrace Her Legacy Foundation</a>	NY	\$49,484	Ceo And Chair Of The Board Of Directors	\$30,274	<b>\$28,503</b>	2023
<a href="#">Bethlehem Youth Court Inc</a>	NY	\$49,186	Director	\$39,360	<b>\$37,058</b>	2023
<a href="#">Anahuak Youth Sports Association</a>	CA	\$48,323	President	\$6,040	<b>\$5,278</b>	2024
<a href="#">A Leadership Journey</a>	RI	\$47,994	Program Manager	\$6,841	<b>\$6,468</b>	2025
<a href="#">A Place Of Refuge</a>	MI	\$47,815	Director	\$12,000	<b>\$12,535</b>	2024
<a href="#">Club 100 Charitiesinc</a>	FL	\$68,113	Director	\$5,800	<b>\$5,514</b>	2024
<a href="#">Fresh</a>	MD	\$47,190	Executive Director	\$25,000	<b>\$24,352</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Reclaiming Americas Communities Through Empowermen</a>	CA	\$46,500	Chief Executive Officer	\$37,211	<b>\$33,479</b>	2023
<a href="#">Readers Are Leaders</a>	VA	\$46,193	President	\$5,000	<b>\$5,030</b>	2023
<a href="#">Serious Ju Ju Skate Works Inc</a>	MT	\$71,814	Executive Director	\$27,725	<b>\$30,245</b>	2024
<a href="#">Royal Youth Dance Ensemble Incorporated</a>	TN	\$73,153	Executive Director	\$9,000	<b>\$9,857</b>	2023
<a href="#">Rebuild Yourself Inc</a>	FL	\$77,795	Secretary	\$1,648	<b>\$1,567</b>	2024
<a href="#">Kaulu I Ka Pono Academy</a>	HI	\$81,165	Secretary	\$67,220	<b>\$59,336</b>	2025
<a href="#">Victor Cruz Foundation Inc</a>	NJ	\$82,121	Executive Director	\$30,000	<b>\$27,107</b>	2024
<a href="#">Strictly Soccer Futbol Club Inc</a>	FL	\$83,564	President	\$2,300	<b>\$2,187</b>	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](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	25 organizations. Compensation range \$1,567–\$98,303; filing years 2023–2025.
SIZE BASIS	Matched on total revenue (\$57,760); for reference, expenses \$49,595 and assets \$121,320.
ROLE MATCH	Bonnie Deboer, reported title " <i>GAMBLING MAN</i> ", benchmarked as Executive Director / CEO. <b>Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.</b>
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	64 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	68 <sup>th</sup>
All sources (D + E + F), adjusted	64 <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 (Bonnie Deboer) 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 25 similarly situated organizations (Same NTEE sector (O50), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$20,433 is reasonable (approximately the 64<sup>th</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.