

Coon Rapids Mat Bandits Wrestling

Executive Director / CEO

EIN 411567889

MN · NTEE N99

FY ending 2024-08-31

June 9, 2026

This analysis benchmarks the total compensation of **Melissa Glenn, Executive Director / CEO** (\$2,400) against **every comparable organization** that fit the selection criteria — **67** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the 1st percentile of comparable organizations

below the typical range for comparable organizations

Benchmarked executive: Melissa Glenn — 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 (N99).

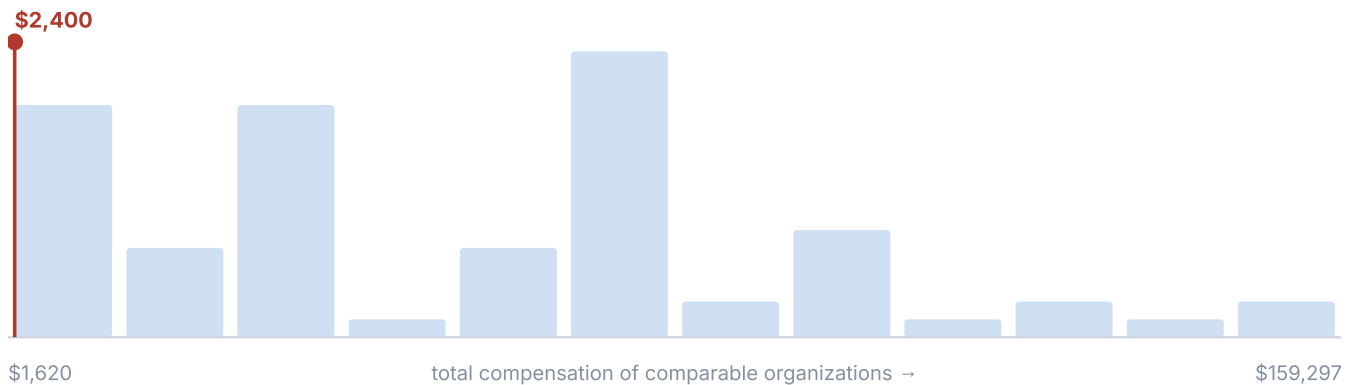
BUDGET Total revenue between \$294,656 and \$659,679 — 0.67x to 1.50x the subject's \$439,786 (the band tightens as size grows).

GEOGRAPHY Same NTEE sector (N99), nationwide + budget 0.67–1.5x revenue.

67 organizations qualified on sector, size, and geography

→ **67** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$5,974

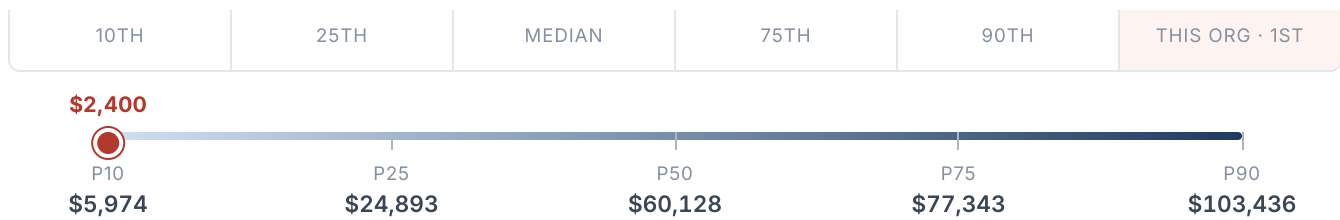
\$24,893

\$60,128

\$77,343

\$103,436

\$2,400



■ 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
Boston Taekwondo Project Inc	MA	\$439,323	Director/chairman	\$90,802	\$80,449	2025
Clipped In For Life	CA	\$438,246	Vice President	\$79,591	\$69,554	2024
Women Of Oz Nwa	AR	\$434,474	Executive Di	\$50,650	\$59,320	2023
Little East Conference Inc	RI	\$446,666	Clerk/commissnr	\$99,808	\$96,855	2024
Excel Sports League	CA	\$450,286	President Dir	\$138,000	\$120,597	2024
Still I Run	MI	\$426,743	Executive Director	\$65,000	\$67,898	2024
Southern Homestead Soccer Academy Inc	FL	\$422,979	President	\$41,464	\$40,585	2023
Delta Sculling Center	CA	\$466,628	Executive Di	\$10,200	\$9,177	2023
Knoxville Flyers Inc	TN	\$408,595	Director	\$2,340	\$2,489	2024
Athletic Equipment Managers	VA	\$405,686	National Off	\$72,184	\$68,717	2025
Elite Aquatics Sports Team Inc	CA	\$403,657	Ceo	\$41,265	\$37,126	2023
Naples Flag Football League Inc	FL	\$398,954	Vice Preside	\$74,750	\$73,166	2023
Blackpackers	CO	\$397,798	Executive Di	\$86,281	\$83,728	2024
Palisades Predators Hockey Club In	NY	\$482,619	President	\$5,000	\$4,455	2025
B&b Sports Academy	NE	\$483,666	Director/sec	\$21,458	\$23,357	2024
Girls On The Run West Michigan	MI	\$394,987	Executive Director	\$71,000	\$74,166	2024
Diamond Barwalnut Valley Soccer League Inc	CA	\$394,617	President	\$3,750	\$3,277	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Chestnut Hill Fathers Club	PA	\$393,517	Director	\$4,562	\$4,740	2023
Scholastic Archery Association	KY	\$491,886	Executive Director	\$82,110	\$95,683	2022
The Common Wheel	PA	\$492,887	Executive D	\$74,404	\$77,309	2023
Cm Baseball League	AZ	\$386,571	President	\$79,500	\$77,377	2024
Inclusive Sports And Fitness Inc	NY	\$381,526	Coo	\$50,000	\$45,725	2024
The New Way Circus Center Inc	NY	\$380,251	Executive Director	\$146,900	\$138,308	2023
Completely Pristine	TN	\$376,080	Director	\$35,546	\$37,813	2024
Girls Leading Girls	CA	\$376,064	Executive Director	\$78,970	\$71,050	2023

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 67 organizations. Compensation range \$1,620–\$159,297; filing years 2022–2025.

SIZE BASIS Matched on total revenue (\$439,786); for reference, expenses \$482,931 and assets \$2,677,572.

ROLE MATCH Melissa Glenn, reported title "*PRESIDENT*", 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 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	1 st
Total compensation (D + F), as reported (no adjustments)	3 rd
Reportable pay only (column D), adjusted	1 st
All sources (D + E + F), adjusted	1 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 (Melissa Glenn) 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 67 similarly situated organizations (Same NTEE sector (N99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$2,400 is reasonable (approximately the 1st 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.