

# Rogers Lions Club

Executive Director / CEO

EIN 411608026

MN · NTEE N99Z

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Richard Engstrom, Executive Director / CEO** (\$14,400) against **every comparable organization** that fit the selection criteria — **48** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **35<sup>th</sup>** percentile of comparable organizations within the typical range

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

## How comparable organizations were selected

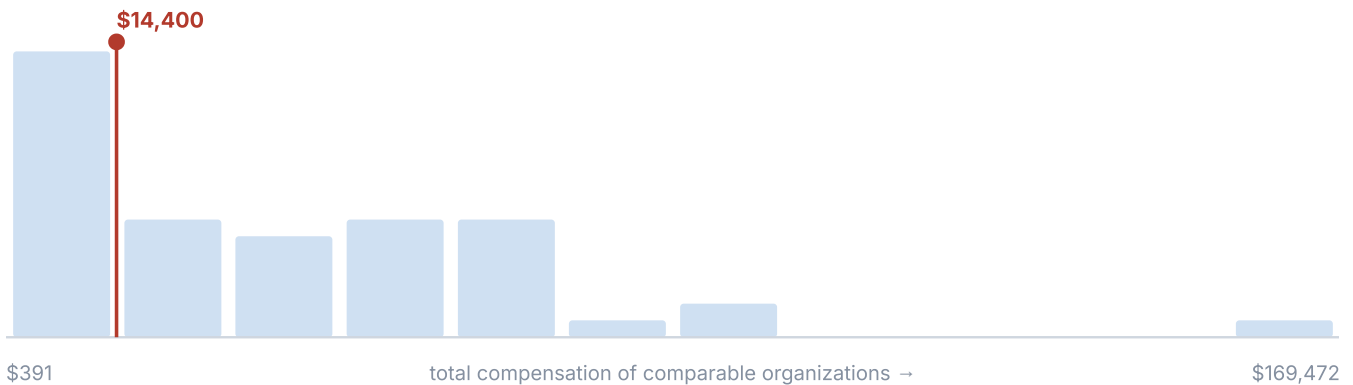
**SECTOR** Organizations sharing the subject's NTEE classification (N99Z).

**BUDGET** Total revenue between \$132,079 and \$295,701 — 0.67x to 1.50x the subject's \$197,134 (the band tightens as size grows).

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

**48** organizations qualified on sector, size, and geography → **48** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$2,360	\$9,348	\$28,498	\$56,208	\$67,833	\$14,400
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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="#">Premier Athletics Club Inc</a>	VA	\$198,000	Director	\$49,500	<b>\$48,369</b>	2024
<a href="#">Uga Hockey Foundation Inc</a>	GA	\$198,358	Head Coach	\$9,352	<b>\$10,199</b>	2022
<a href="#">American Safe Climbing Association</a>	CO	\$200,225	Treasurer And Executive Director	\$52,000	<b>\$51,952</b>	2023
<a href="#">Waxahachie Youth Athletic Association</a>	TX	\$201,932	Basketball President	\$945	<b>\$985</b>	2023
<a href="#">Access - Arts Community Culture Education Sports And Science</a>	NM	\$189,479	Executive Director	\$66,100	<b>\$71,950</b>	2024
<a href="#">Vail Vikings Football &amp; Cheer Inc</a>	AZ	\$206,339	President	\$1,200	<b>\$1,168</b>	2024
<a href="#">Arizona College Football Officials</a>	AZ	\$206,953	President	\$1,750	<b>\$1,703</b>	2024
<a href="#">United Soccer Foundation Inc</a>	UT	\$185,431	Administrator	\$25,833	<b>\$27,548</b>	2023
<a href="#">Nova Field Hockey Xtreme Llc</a>	VA	\$212,996	Ceo, Founder, Coach	\$10,750	<b>\$10,504</b>	2024
<a href="#">Friends Of Sequoia Therapeutic Recreation</a>	WA	\$217,034	Executive Director	\$70,052	<b>\$65,347</b>	2023
<a href="#">Epsol Inc</a>	TX	\$217,667	Director	\$42,965	<b>\$43,495</b>	2024
<a href="#">Cobl</a>	PA	\$217,677	President, E	\$48,200	<b>\$47,391</b>	2025
<a href="#">Adirondack Hamlets To Huts Inc</a>	NY	\$219,167	Executive Di	\$16,475	<b>\$15,066</b>	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Tidewater Wooden Boat Workshop</a>	VA	\$219,471	Executive Di	\$48,000	<b>\$46,904</b>	2024
<a href="#">Surge Volleyball Club Ri</a>	RI	\$171,831	Directorpresident	\$3,000	<b>\$2,911</b>	2024
<a href="#">American Sand Association</a>	AZ	\$222,451	Executive Director	\$60,781	<b>\$59,158</b>	2024
<a href="#">Collegiate Womens Lacrosse Officiating Association</a>	NC	\$223,365	Interim Eecutive Director	\$19,554	<b>\$21,052</b>	2023
<a href="#">Morris County Secondary Schools Ice Hockey League Inc</a>	NJ	\$223,404	President	\$3,000	<b>\$2,641</b>	2025
<a href="#">Pittsburgh Pirates Alumni Assoc Inc</a>	PA	\$169,846	Director	\$5,000	<b>\$5,046</b>	2024
<a href="#">Budo Accelerator Inc</a>	CA	\$224,502	Chief Executive Officer And Board Director	\$100,000	<b>\$87,389</b>	2024
<a href="#">Polish American Club Of Newington</a>	CT	\$226,003	President	\$400	<b>\$391</b>	2023
<a href="#">Silver Lakes Gymnastics A California Benefit Corporation</a>	CA	\$226,138	Director	\$12,000	<b>\$10,487</b>	2024
<a href="#">Oakland Rhythmics</a>	MI	\$229,399	Former Exec Director	\$26,715	<b>\$27,906</b>	2024
<a href="#">Grit Hoops</a>	CO	\$163,331	Kasemodel	\$62,000	<b>\$60,166</b>	2024
<a href="#">Earn A Bike Org</a>	TX	\$232,490	Executive Director	\$64,938	<b>\$67,681</b>	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](https://peerbasis.org/methodology).

## ● Sample, role match & sensitivity

PEER COUNT	48 organizations. Compensation range \$391–\$169,472; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$197,134); for reference, expenses \$277,240 and assets \$188,355. <b>Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.</b>
ROLE MATCH	Richard Engstrom, reported title "GAMBLING MANAGER", 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>
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	35 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	35 <sup>th</sup>
Reportable pay only (column D), adjusted	35 <sup>th</sup>
All sources (D + E + F), adjusted	35 <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 (Richard Engstrom) 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 48 similarly situated organizations (Same NTEE sector (N99), nationwide + budget 0.67–1.5× revenue).

3. The authorized body determined that total compensation of \$14,400 is reasonable (approximately the 35<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

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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.