

Des Moines Area Sports & Tourism

Executive Director / CEO

EIN 421393275

IA · NTEE N40

FY ending 2025-06-30

June 9, 2026

This analysis benchmarks the total compensation of **Greg Edwards, Executive Director / CEO** (\$35,812) against **every comparable organization** that fit the selection criteria — **126** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **87th** percentile of comparable organizations within the typical range

Benchmarked executive: Greg Edwards — reported title "PRESIDENT/CEO", a **direct title match** to the Executive Director / CEO role.

How comparable organizations were selected

SECTOR Organizations sharing the subject's NTEE classification (N40).

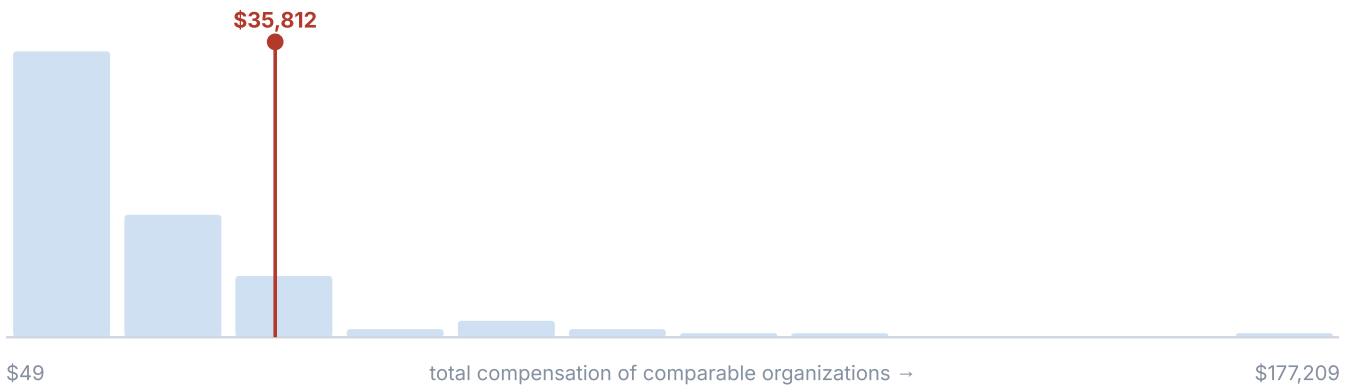
BUDGET Total revenue between \$53,600 and \$120,000 — 0.67x to 1.50x the subject's \$80,000 (the band tightens as size grows).

GEOGRAPHY Same NTEE major group (N), nationwide + budget 0.67–1.5x revenue.

126 organizations qualified on sector, size, and geography

→ **126** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$1,740	\$5,119	\$11,835	\$27,391	\$40,832	\$35,812
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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 IA 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
Voice In The Wilderness	TX	\$80,165	Executive Direc	\$5,414	\$5,227	2023
Downtown Coaches Association	OH	\$80,543	Executive Director	\$3,600	\$3,482	2025
Olivet Blue Mountain Camp Inc	PA	\$78,421	President/ceo	\$25,633	\$24,671	2023
Northampton Liederkrantz	PA	\$82,383	President	\$1,309	\$1,192	2025
San Diego Usbc Assoc Inc	CA	\$77,360	Assoc. Manager	\$15,000	\$11,829	2025
The Southwest Sports Foundation	TX	\$82,662	President	\$42,000	\$39,385	2024
Young Mens Democratic Club	PA	\$77,039	Manager	\$28,600	\$26,737	2024
Youth Ministry Resources Inc	GA	\$76,969	Founder/ceo	\$188,000	\$177,209	2024
Linn-mar Basketball Academy	IA	\$76,772	Director	\$12,000	\$12,318	2024
Usa Ultimate Foundation	CO	\$76,686	Director	\$7,264	\$6,530	2024
South Florida United Youth Soccer Association	FL	\$76,547	President	\$300	\$257	2025
Otsego Sailing Club	NY	\$83,453	Treasurer (Paymaster)	\$3,408	\$2,887	2024
Breeze Softball Inc Aka	CA	\$83,635	Event Coordi	\$2,400	\$1,943	2024
Mohawk Valley Stewardship Council	CA	\$76,138	Director	\$4,250	\$3,440	2024
Foundation Of Louisiana Bowling Proprietors Assoc	LA	\$75,634	Treasurer	\$2,600	\$2,764	2023
Riley's Catch	NC	\$84,405	Executive Director	\$10,000	\$9,687	2024
Ngf Education Inc	FL	\$75,000	President & Coo	\$16,851	\$15,279	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lido Sports School Inc	NY	\$74,793	President	\$6,000	\$5,083	2024
Usbc 80639 Greater Portland Bowling	OR	\$85,383	Assoc. Manager	\$36,749	\$31,168	2025
Duluth Heritage Sports Center	MN	\$73,881	Trustee/gene	\$1,465	\$1,397	2023
Albany Usbc Association	NY	\$86,257	Office Manager	\$12,000	\$10,465	2023
Beverly Hills Athletic Alumni Association	CA	\$86,479	Secretary Treasurer	\$36,000	\$28,391	2025
Rocky Mountain Wrestling	UT	\$73,112	President	\$410	\$394	2024
Karate Five Association Inc	TN	\$87,422	President	\$2,800	\$2,841	2023
Atascadero Greyhound Foundation	CA	\$87,651	Executive Dir.	\$36,650	\$29,668	2024

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA cost of living and 2025 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 IA 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	126 organizations. Compensation range \$49–\$177,209; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$80,000); for reference, expenses \$11,991 and assets \$1,042,814. Revenue and expenses diverge this year — revenue may misrepresent operating size; weigh the expense-based view.
ROLE MATCH	Greg Edwards, reported title " <i>PRESIDENT/CEO</i> ", benchmarked as Executive Director / CEO. The title maps directly to this role.
RELATED-ORG PAY	10 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

OUTLIERS 9 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	87 th
Total compensation (D + F), as reported (no adjustments)	81 st
Reportable pay only (column D), adjusted	0 th
All sources (D + E + F), adjusted	100 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 (Greg Edwards) 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 126 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$35,812 is reasonable (approximately the 87th 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.