

Interstates Rodeo Association

Executive Director / CEO

June 10, 2026

This analysis benchmarks the total compensation of **Shari Thurman, Executive Director / CEO** (\$6,000) against **every comparable organization** that fit the selection criteria — **20** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **40th** percentile of comparable organizations within the typical range

Benchmarked executive: Shari Thurman — reported title “Sec/Treas”, 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 (N69).

BUDGET Total revenue between \$19,474 and \$43,599 — 0.67x to 1.50x the subject's \$29,066 (the band tightens as size grows).

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

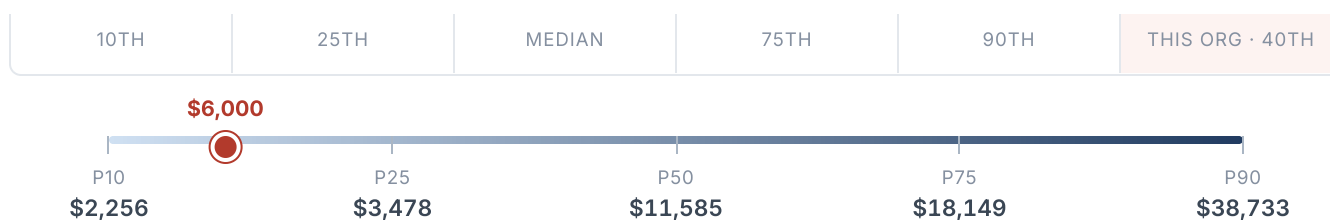
20 organizations qualified on sector, size, and geography

→ **20** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$2,256	\$3,478	\$11,585	\$18,149	\$38,733	\$6,000
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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
Hockey Limited	MN	\$28,997	President	\$32,300	\$29,149	2024
Iowa Intensity Youth Sports Inc	IA	\$29,219	Executive Director	\$8,815	\$8,815	2024
South Louisville Babe Ruth Inc	KY	\$29,239	President	\$20,000	\$19,624	2024
Friends Of The Armory Foundation Corporation	NY	\$28,513	President	\$15,478	\$12,774	2024
Usa Cornhole Inc	SC	\$28,444	Executive Director	\$18,000	\$17,657	2023
Saris Bike Parks For Kids Foundation Inc	WI	\$28,089	Director	\$20,000	\$19,640	2023
2026 Special Olympics Usa Games	MN	\$27,286	Vp Marketing & Communications	\$142,800	\$132,675	2023
Highpointers Foundation Inc	CO	\$26,988	Social Media & Website Director	\$1,000	\$902	2023
Rhode Island Golf Association	RI	\$31,202	Executive Director	\$142,725	\$124,990	2024
Rise Athletics Foundation	UT	\$31,997	Director	\$2,500	\$2,406	2023
Buckeye Club Inc	OH	\$26,084	Manager	\$3,780	\$3,656	2024
Santa Fe Ski Team Inc	NM	\$32,485	Chairman/pre	\$2,500	\$2,528	2023
Big Apple Basketball	NY	\$23,622	Chief Executive Officer/president	\$65	\$55	2023
Braham Area Committee For Kids	MN	\$22,205	Secretary	\$6,000	\$5,415	2024
Duluth Softball Players	MN	\$36,235	Gambling Man	\$13,126	\$11,845	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
De Deacon Football Club	NC	\$21,557	Pastor	\$12,000	\$11,324	2024
Stowe Jazz Festival Ltd	VT	\$21,429	Executive Director/ceo	\$15,360	\$16,344	2021
United States Luge Federation Foundation	NY	\$37,704	Executive Director	\$16,086	\$13,275	2024
Northern Columbus Athletic Assoc	OH	\$39,122	Treasurer	\$3,600	\$3,482	2024
Kearney Usbc	NE	\$40,188	Association Manager	\$3,622	\$3,467	2025

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to IA 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 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	20 organizations. Compensation range \$55–\$132,675; filing years 2021–2025.
SIZE BASIS	Matched on total revenue (\$29,066); for reference, expenses \$21,269 and assets \$18,523.
ROLE MATCH	Shari Thurman, reported title <i>"Sec/Treas"</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	2 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	40 th
Total compensation (D + F), as reported (no adjustments)	35 th
Reportable pay only (column D), adjusted	50 th
All sources (D + E + F), adjusted	40 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 (Shari Thurman) 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 20 similarly situated organizations (Same NTEE major group (N), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$6,000 is reasonable (approximately the 40th 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.