

Celebrate Me Week

Executive Director / CEO

EIN 453573395
 MN · NTEE W99
 FY ending 2023-12-31
 June 9, 2026

This analysis benchmarks the total compensation of **Sheryl Olson, Executive Director / CEO** (\$10,897) against **every comparable organization** that fit the selection criteria — **59** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **15th** percentile of comparable organizations below the typical range for comparable organizations

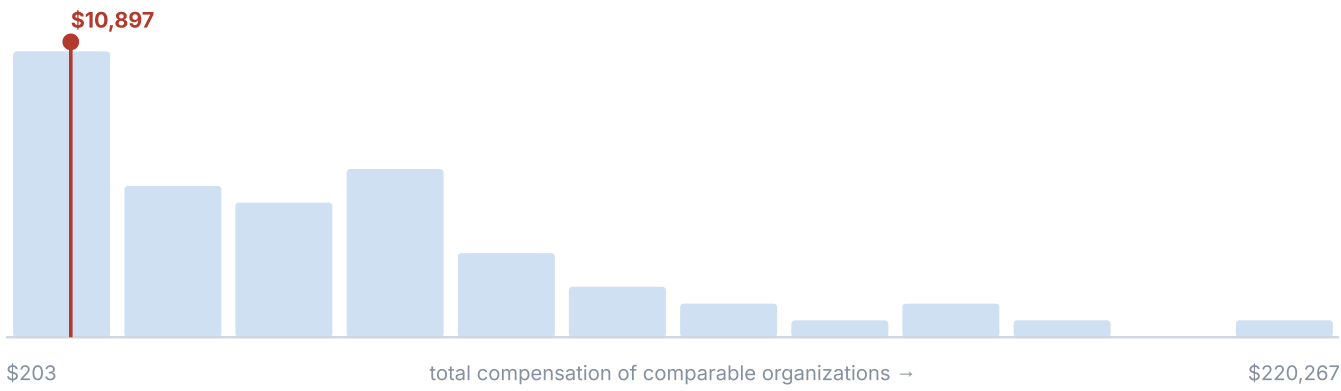
Benchmarked executive: Sheryl Olson — reported title “CAMP ADMINISTRATOR”, selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

- SECTOR** Organizations sharing the subject's NTEE classification (W99).
- BUDGET** Total revenue between \$145,468 and \$325,675 — 0.67x to 1.50x the subject's \$217,117 (the band tightens as size grows).
- GEOGRAPHY** Same NTEE sector (W99), nationwide + budget 0.67–1.5x revenue.

59 organizations qualified on sector, size, and geography → **59** within the band form the benchmarked peer set.

Distribution of comparable compensation



\$8,240	\$15,385	\$48,282	\$75,435	\$111,677	\$10,897
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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
People Matter	IL	\$216,495	Co-president	\$58,880	\$55,435	2025
Crockett Mission	TN	\$218,254	Ceo	\$8,250	\$8,776	2023
Nine Muses Foundation	NY	\$220,069	Executive Director	\$157,199	\$143,758	2023
Banda Health	TX	\$221,053	President	\$69,048	\$67,895	2024
Sandy Springs Arts Foundation Inc	GA	\$212,856	Foundation Mgr.	\$85,000	\$84,012	2024
Arise & Go	CA	\$211,406	President	\$79,793	\$67,730	2024
Rhode Island Coalition For Children & Families Education Fund Inc	RI	\$224,854	Executive Director	\$96,121	\$90,601	2024
The Pilcrow Foundation	OR	\$225,026	President	\$56,250	\$52,865	2023
Values To Action	OR	\$208,951	Trustee	\$15,593	\$14,235	2024
The South County News	MI	\$207,769	President	\$14,245	\$14,453	2024
New Americans Initiative	KY	\$207,754	Director Of Operations	\$99,680	\$105,272	2024
The Steel Horse Rally Inc	AR	\$205,571	President	\$145,333	\$160,583	2024
Mashup Nashville	TN	\$205,448	Chief Executive Officer	\$18,960	\$20,169	2023
Pasos For Oak Cliff	TX	\$204,656	Executive Director	\$1,044	\$1,057	2023
Aranya Solutions	MT	\$230,397	President	\$12,000	\$13,091	2023
Kennett Flash Inc	PA	\$231,488	Executive Di	\$57,050	\$55,925	2024

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Great Bend Center For Music	WA	\$202,114	Director	\$56,250	\$50,967	2023
Allied Communities Of Tulsa Inspiring	OK	\$201,803	Senior Organizer	\$71,500	\$79,678	2023
Civic Momentum	MN	\$200,628	Director, Ceo, And Co	\$70,000	\$70,000	2023
Lyon County Historical Society	MN	\$197,720	Executive Di	\$41,709	\$41,709	2023
Main Line Cycle Center	MN	\$194,224	Executive Director	\$35,984	\$35,984	2023
America Scores	WA	\$241,168	Executive Director	\$80,000	\$70,407	2024
Reflex Public Recreation Center Inc	NY	\$243,187	Secretary	\$7,000	\$6,218	2024
21st Century Alliance	CA	\$191,034	Executive Director	\$252,054	\$220,267	2023
Driving Successful Lives	MI	\$245,393	Treasurer	\$200	\$203	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 2023 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 59 organizations. Compensation range \$203–\$220,267; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$217,117); for reference, expenses \$261,733 and assets \$69,251.

ROLE MATCH Sheryl Olson, reported title "*CAMP ADMINISTRATOR*", 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	15 th
Total compensation (D + F), as reported (no adjustments)	17 th
Reportable pay only (column D), adjusted	17 th
All sources (D + E + F), adjusted	15 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 (Sheryl Olson) 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 59 similarly situated organizations (Same NTEE sector (W99), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$10,897 is reasonable (approximately the 15th 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.